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# *In Transit*

Amalgamated Transit Union, Amalgamated Association  
of Street, Electric Railway and Motor Coach Employees of America







GIFT OF

Publisher


# *The* MOTORMAN AND CONDUCTOR

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No. 1

December



“Let no pleasure tempt thee, no profit allure thee, no ambition corrupt thee, no persuasion move thee, to do anything which thou knowest to be evil; so shalt thou always live jollily, for a good conscience is a continual Christmas.”  
—Benjamin Franklin.



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# The Motorman and Conductor

**VOL. XXIII.**

**DETROIT, MICHIGAN, DECEMBER, 1914**

**No. 1**



**PRESIDENT JOHN J. O'DEA,**  
Div. No. 282, Rochester, N. Y.

Div. No. 282, Rochester, N. Y., has become one of the older locals of the Association. The local was organized in the summer of 1902, over 12 years ago. Among her charter members was President John J. O'Dea, the subject of the above picture. Div. No. 282 has obtained extensive advantages in employment to the members. When first organized wages in Rochester ranged from 13 to 16 cents per hour. During the life of the local wages have advanced nearly 100 per cent. Working conditions have been correspondingly improved and today the Rochester membership are enjoying very satisfactory employment. The local has advanced in magnitude in proportion to benefits. Beginning with approximately 600 members, the local today embraces a membership of approximately 1,200. In speaking of President O'Dea, our Rochester correspondent cites that he has served nine consecutive years on the Division executive board, although this is his first term as president of the local and chairman of the board. President O'Dea, like his predecessor, ex-President C. H. McCrossen, is a man of exceptional executive ability and has been one of the leading advisers of the Association since its inception.



**BUSINESS AGENT J. J. O'SULLIVAN,**  
Div. No. 282, Rochester, N. Y.

Like President O'Dea of the Rochester local, Business Agent J. J. O'Sullivan was one of the first to enter the movement to organize the street railway men of Rochester. He early became one of the counsellors of the local and served seven consecutive years as an executive board member. At present, in addition to business agent, Bro. O'Sullivan is also financial secretary. He has long since become a recognized, devoted exponent of trade unionism. He is now serving his second year as business agent. His genial fellowship and good will and his intense sympathetic nature have contributed much to his success as a representative of the members of his Division. Business Agent O'Sullivan, like President O'Dea, has represented the Rochester local in various International conventions, where his legislative wisdom has contributed in shaping the laws of the International Association. He is also active in the local labor movement of Rochester.

# LABOR'S THIRTY-FOURTH ANNUAL CONVENTION.

The American Federation of Labor convened in her thirty-fourth annual convention on Monday, Nov. 9, 1914. The convention this year was held in Philadelphia, Pa. The convention was called to order at ten o'clock a. m. by President Samuel Gompers.

The Credentials Committee reported present 358 delegates, representing 92 international and national unions, 22 state branches, 70 central bodies, 18 local trade and federal labor unions and 7 fraternal delegates. Aside from these there were many alternate delegates and hundreds of visiting delegates from various trade and labor unions throughout the country with their wives and friends. In fact, the convention brought to Philadelphia over 6,000 people and the convention hall was crowded to its utmost during the various sessions and hundreds were unable to gain admittance, but enjoyed themselves in visiting various points of interest, historical and otherwise, for which the great city of Philadelphia is famous.

The convention was held in Horticultural Hall.

Upon calling the convention to order in informal session, Chairman Gompers introduced His Honor, Mayor Blankenburg, who, on behalf of Philadelphia, extended an address of welcome to the delegates and visitors.

In part Mayor Blankenburg said:

"It is almost impossible to do anything without organization, and if the organization is built upon the rock of principle it will be successful in its undertakings. And I take it, ladies and gentlemen—and I am glad to see some women here, because I believe they are as much interested in the welfare of humanity, and even more so than the men—I take it your organization is built upon the same foundation. I have always been a believer in organization; I am a believer today more than ever, and I know that your organization, the American Federation of Labor, is trying to do its very best to uplift labor, to see that labor gets proper remuneration for its services, and at the same time that labor will never, never permit anything to occur that will disturb the great forces for which our government has been organized.

"You are one of the greatest powers, my friends, you members of the American Federation of Labor, and one of the greatest forces for national wealth and national well-being. When I think of the number of men that are working under your banner, more than two millions, I always feel like shaking hands with one and all, if it were possible, because it is in your power to make this country greater even than it is today. You are an army, an army of peace. Compare this army with the vast armies that are today devastating the fields of Europe, and there you will see where

the true life of a nation comes in. This army of peace will conquer, and what it conquers will endure longer than the armies of war on the other side of the ocean.

"I did not come to make a speech, and I shall have to leave as soon as I get through, for the old man is kept very busy. I want again to extend to you, ladies and gentlemen, the most heartfelt welcome possible to the city of Philadelphia. I was never more pleased to sign an ordinance than that appropriating \$25,000 to celebrate your assembling here in Philadelphia. I was so much pleased that I sent for my friend, Mr. Leonard Kraft, and a few of his friends, and in their presence signed the ordinance, then handed him the pen. The pen is not worth \$25,000, but the memories will always remain with Mr. Kraft and his family. To further show our appreciation of your having selected this city for your meeting, the City Hall will be illuminated every evening while you are here. I assure you we do not do that for everybody."

It will be observed by the last paragraph quoted above from the address of Mayor Blankenburg that in the reception of the convention of the American Federation of Labor, the city of Philadelphia exceeded the greeting extended to any former convention of labor by taking the initiative and appropriating \$25,000 for the entertainment of the convention, delegates and visiting friends. This may be recorded as the most material recognition ever extended by a municipality to the American trade union movement in any general greeting. Formal acknowledgments of the prestige of organized labor at conventions, extended through some representative of the municipal government, measuring in various degrees of hospitality to extend only to the limit of greetings and expressions of cordiality more or less sincere, have marked the welcome of conventions in the past. But it remained for old Philadelphia, the "City of Brotherly Love," to initiate this substantial cordiality and material expression. It is the first time that the people, as a whole, of any community, through their municipal government, have made an appropriation for the entertainment of organized labor. In this one act the administration of Mayor Blankenburg has erected for itself an illustrious monument that will be perpetuated in the undying gratitude of the hosts of trade unionism.

At the close of a response to the genial welcome of Philadelphia's Mayor, Chairman Gompers presented to the convention President George H. Ulrich of the Philadelphia Central Labor Union, who extended a hearty greeting on behalf of the organization he represented to the conventionites. In his reference to the inception of the American Federation of Labor, President Ulrich said:

"There could be no more fitting place for the American Federation of Labor to hold its annual convention than in this particular city, because it was in this city

that the American Federation of Labor, under that title, was first permanently started. It is true that in the 80's the various craft unions were having disputes with the Knights of Labor, principally on the question of trade autonomy, and that they formed a loose federation known as the Federation of Organized Trades and Labor Unions, but it was not until after the convention of that body in Philadelphia on May 15, 1886, which made certain demands on the Knights of Labor, which demands were rejected by the Richmond convention of the Knights of Labor, that the American Federation of Labor was permanently and solidly organized in the shape in which it now is. Once since then the city of Philadelphia has had the pleasure of entertaining a convention of the American Federation of Labor, in 1892, when the delegates, much fewer in numbers than they are now, assembled in Independence Hall.

"At this, the Thirty-fourth Annual Convention of the American Federation of Labor, I cannot help but remind you of the fact that Philadelphia is noted as a labor center and as an organized labor center, even though it has a tendency to go from the extreme of solid organization to the extreme of little organization. I cannot help but remind you that in 1910 this city demonstrated to the organized workers of the world that it did have a labor heart and a labor will, when 150,000 trade unionists, out of sympathy for the street car men who were then striking for improved conditions in this city, went out on a gigantic sympathetic strike. This was the first large general strike of organized labor in the United States, and showed of what stuff our working men and women are made of, and it had its effect, because the employers of labor as a body are not at all anxious to try conclusions with us again."

President Joseph Richie of the Building Trades Council of Philadelphia, in his address of welcome, dwelt upon the progress of organization in Philadelphia even in the face of the depression of the times and showed that within the last year the movement had established 14 new local unions and added to the membership of the various other locals.

The final address of welcome was delivered by President James H. Maurer of the Pennsylvania State Federation of Labor, who welcomed the delegates on behalf of that organization.

At the close of the addresses of welcome, Chairman Gompers introduced Chairman Frank Feeney of the Committee on Convention Arrangements and Entertainment, the committee being of the Philadelphia Central Labor Union. Chairman Feeney explained the program of entertainment that had been prepared, included within which was the great labor parade, something of the dimensions of which can be understood when it is explained that some 4,000 musicians

supplied the music.

A telegram was read from Governor-elect Martin Brumbaugh of Pennsylvania, in which he wished the convention and the cause it represents success.

At the close of the informal ceremony, the convention was formally called to order and convention officers appointed: Sergeant at Arms, I. W. Bisberg, Cigarmakers' Union, Philadelphia; Messenger, M. J. McDermott, Carpenters' Union, Philadelphia; Assistant Secretary, Walter Faries, Typo, graphical Union, Philadelphia.

Among the greetings cabled to the convention was a pathetic telegram from the German trade union movement, addressed from Amsterdam, reading:

"Fraternal greetings, good wishes to convention. Hope for speedy end of war and return of workers to continue fight for common ideals."

(Signed) "Legien—Oudegeest."

Vice-President Duncan called attention to the fact that the signers of the above cablegram were compelled to travel to Amsterdam, a neutral country, to transmit it.

A telegram from Hon. W. B. Wilson, Secretary of Labor, read:

"Convey to the delegates present my sincere greetings and best wishes for a successful convention."

Upon standing committees appointed in the preliminary work of the convention Delegate Garrett F. Burns of the Amalgamated Association was appointed upon the Committee on Laws. Delegate P. J. McGrath was appointed a member of the Credentials Committee. Delegate Stanley Anderson, President of Division No. 26, Detroit, Mich., representing the Detroit Federation of Labor, served on the Committee on Education. G. E. B. Member P. J. Shea, delegate representing the Pennsylvania State Federation of Labor, served upon the Committee on State Organizations.

International President W. D. Mahon served the convention upon the committee on A. F. of L. Office Building and Committee on International Relations.

#### Municipal Ownership Report Develops Interest.

In the November M. & C. was published in its entirety the report of President W. D. Mahon and Editor L. D. Bland, as commissioners, upon the relations of employment upon municipally owned and operated railways. The report was referred to the convention Resolutions Committee. The committee made a recommendation upon the report to the convention, which was adopted as follows:

"Upon the subject-matter under the caption 'Municipal Ownership' your committee reports upon the same in connection with the report submitted by W. D. Mahon and L. D. Bland.

"Upon the subject-matter under the caption 'Labor Conditions on European Municipally Owned Railroads,' the same being

a report submitted by W. D. Mahon and L. D. Bland, your committee desires to express appreciation for the work done by them, and for their valuable contribution to our knowledge relative to the conditions and differences existing between privately owned and publicly owned and operated street car systems.

"While not expressing any new or additional thought in connection with the present policy of the American Federation of Labor relative to municipal ownership, your committee cannot overlook the statements contained in this report which indicate that whether under private or public ownership, the only real improvement in the conditions of labor for street railway employes has been accomplished through trade union activity.

"Your committee recommends that wherever municipal ownership of public utilities is attempted the trade union movement emphatically insists that there shall be incorporated in the law creating the municipally owned utility an adequate provision guaranteeing the right of the workers to organize upon trade union lines, and their right to a voice in the regulations and determination of the wages, hours of labor and working conditions."

Upon the above subject, which created much interest in and outside of the convention throughout the country and in various newspapers, President Mahon addressed the convention and emphatically explained his position and the intense importance of the subject to labor. In part he said:

"I understand that a convention of the mayors of various cities held in this city questions the wages and other matters referred to. The wages and conditions under municipal ownership to which we refer are absolute facts. They are submitted not as an attack upon municipal ownership, but as facts as we found them. What we are fighting for now in America is to establish the right of contract before municipal ownership does come, so that the men will not be discharged. Municipal slavery is as objectionable to us as slavery under private ownership. We want to give them the right to preserve their organizations and the right to make contracts when municipal ownership comes. That is our fight, and it is a very serious one. In Canadian cities and others we are denied the right of collective bargaining with our unions, and that is what we are fighting for.

"We want to protect the men and the only protection that they can have is through the right of collective bargaining and the establishment of wage and working contracts."

The enactment of the convention brings the question of the interest of employes in municipal ownership under pledged effort of the American labor movement to obtain for and serve the interest of wage earners in organization in such employment. It was an important enactment to this Association and gives the Association the right

to demand of the trade union movement its intercession in the conservation of the rights of the Association in any movement for municipalization.

### War.

Relative to the war in which many of the unions of the world are involved, the convention enacted a resolution as follows:

"Whereas, The world stands appalled by events in Europe which indicate a wanton disregard of advancing civilization and the temporary enthronement of savagery, a condition made possible only by the domination of militarism, accentuated by the continual presence of the outward evidences of the military power, with its attendant drain on the wealth of the nations for the purpose of maintaining at a point of mechanical efficiency the tremendous engines of destruction designed for use in war, thereby affording a perpetual temptation to the rulers to put into use these weapons against mankind; and,

"Whereas, The present exhibition of the potentiality of these modern armaments for the purposes of destruction is such as transcends any experience of humanity and outdoes the wildest dream of death deliberately brought about by human agency, with the attendant misery and suffering that have been thrust upon hundreds of thousands of peaceful, industrious and thrifty people who were entirely innocent of any thought of war; and,

"Whereas, This most impressive example must teach us but one lesson, the beauty and desirability of a peace that preserves order with honor, that conserves life and property and insures the pursuit of happiness, and that is the noblest end of man's endeavors; therefore, be it

"Resolved, That we pledge our support to any plan which has for its purpose the bringing about of the disarmament of all nations to the furthest extent consistent with the preservation of law and order throughout the world."

### Will Assist in Defense of Indianapolis Injunction.

An enactment of the convention of vast importance to the Amalgamated Association was in the adoption of a resolution introduced by International President W. D. Mahon under special permission of the convention, in which he cited the importance of a satisfactory decision in the pending Indianapolis injunction proceedings. The resolution, adopted as submitted by President Mahon, is as follows:

"Whereas, The Federal Court at Indianapolis, Ind., has granted a temporary injunction against the members of the Amalgamated Association of Street and Electric Railway Employes of America, forbidding them the right of exercising their constitutional liberty as provided under the recent Clayton act passed by the United States Congress, which guarantees to the workers the right to suspend labor in order to protect their interest as wage workers without the interference of injunction; and,



"Whereas, This temporary injunction may stand for an indefinite period, and the said association, through its attorneys has decided on and prepared an appeal to the higher court; and,

"Whereas, It may be necessary to carry this case to the Supreme Court of the United States in order to test the constitutionality of this law; therefore, be it

"Resolved, That the president and Executive Council of the American Federation of Labor are hereby instructed to co-operate with and give all the assistance possible to bring about and secure a satisfactory decision in this case in order to establish clearly and without question the constitutional right of the workers, and thereby bring an end to injunctions against wage workers struggling for their lives."

Over 300 resolutions were dealt with by the convention of a progressive nature. The work of the convention embraced two weeks, adjournment being taken on Saturday evening, Nov. 12.

Usual grade jurisdictions were discussed and dealt with in committee and on the floor of the convention. Important among these was the contention between the Carpenters and Sheet Metal Workers relative to sheet metal casing work, etc. Many of these questions were submitted to a committee for future adjustment and it is hopeful that the more important jurisdictional questions may be amicably solved. The convention adopted what it believed to be the best policy in each case.

The convention re-enacted its purpose in extending free text books for schools throughout the various states where it has not yet been adopted.

On recommendation of the Office Building Committee the convention enacted a resolution directing the Executive Council to provide for a suitable office building for the American Federation of Labor and its departments in Washington.

Delegate P. J. McGrath of the Amalgamated Association served the convention upon the Audit Committee. The auditors' report showed a treasurer's balance of \$100,492.81.

The secretary's report showed that during the fiscal year ending Sept. 30, 1914, there had occurred 957 strikes in which were involved 131,324 members. Of that number 74,350 secured improved conditions.

The total cost of strikes to the various organizations was \$4,389,510.14.

Total death benefits paid by all Associations of the A. F. of L. paying death benefits was \$2,157,241.27.

Certain of the International Unions pay benefits upon deaths of the wives of members. During the year there were paid \$57,- to above I am enclosing a photo of one of 275 on the deaths of wives of members by the 9 organizations paying such benefits.

There were paid in sick benefits by 30 organizations paying such benefits, \$1,031,- 098.13.

Three organizations report paying traveling benefits to members seeking employment. This item amounted to \$54,404.90.

Three organizations report paying tool insurance for members. This sum aggregated \$3,278.07.

Ten organizations report paying unemployed benefits, or benefits to members when unemployed. In this line of benefits \$99,024.88 were paid.

This shows a payment of over \$3,400,000 in benefits aside from strike benefits.

The aggregate paid-up membership of the American Federation of Labor for the year ending Sept. 30, 1914, was 2,020,671. The total membership for the previous year was 1,996,004. The year just closed is the first year that the American Federation of Labor ever exceeded the two million mark in paid-up membership.

The total number of national and international unions reported was 110, with 21,460 local unions, embracing a membership of 2,020,671. There are 647 city central bodies, 570 local trade and federal labor unions, 43 state federations and five department organizations, with 341 local department councils. Such is the strength of the American Federation of Labor as reported to the thirty-fourth annual convention.

Many addresses were made by fraternal delegates, showing the working conditions in foreign countries.

The election of officers resulted in the election of Samuel Gompers of the Cigar Makers as president; first vice president, James Duncan of the Granite Workers; second vice president, James O'Connell of the Machinists; third vice president, Dennis A. Hayes of the Glass Bottle Blowers; fourth vice president, Jos. F. Valentine of the Molders; fifth vice president, John R. Alpine of the Plumbers; sixth vice president, H. B. Perham of the Railway Telegraphers; seventh vice president, Frank Duffy of the Carpenters; eighth vice president, Wm. Green of the United Mine Workers; treasurer, John B. Lennon of the Tailors; secretary, Frank Morrison of the Printers; delegate to the Canadian Trades and Labor Congress, H. J. Conway of the Retail Clerks.

In consideration of the fact that the British Trades Congress deferred its time of convening to February, the delegates elected at the Seattle convention will hold over and represent the American Federation of Labor at that convention, at that time, to be held in Southampton or some other city to be designated by the British Trades Congress authorities.

The delegates to that Congress will be International President W. D. Mahon of the Amalgamated Association and International President Matthew Woll of the Piano Workers' Union.

San Francisco was elected as the next convention city, where the thirty-fourth convention will be held in November, 1915.



## INDIANAPOLIS EFFICIENCY ORDINANCE.

Councilman Lee of Indianapolis introduced in the Indianapolis city council a proposed street railway efficiency ordinance which was primarily unanimously passed by the city council. Mayor Bell vetoed it on the ground that it was not permissible by the franchise held by the traction company. When the ordinance was returned vetoed, the city council re-enacted it over the veto of the mayor. The ordinance was passed upon by eminent legal authority before it was introduced. Its enforcement will prove to be one of the best measures for protection against accidents in street railway service in existence and it stands as a credit to the Indianapolis city council. Street railway managements throughout the country have always testified in wage arbitrations that 80 per cent of street railway accidents are chargeable to new men. This would be sufficient authority for the conclusion that 80 per cent of the accidents are due to inefficiency resultant from lack of proper instruction to new men.

The Indianapolis ordinance is in line with the Yonkers, N. Y., and Kalamazoo, Mich., efficiency ordinances, only that it provides for 30 days' instruction instead of 10 days as in Kalamazoo and 15 days as provided by the Yonkers ordinance. But Indianapolis is a much larger and more congested city than either of the other two and the 30 days provision is not unreasonable.

The ordinance was inspired by the numerous accidents, fatal and otherwise, that have occurred in Indianapolis from time to time for years past. The company itself became concerned in the accident proposition and started a "safety first" movement, which presumably explains why the company did not put up strenuous opposition to Mr. Lee's ordinance.

Mr. Lee is absolutely correct when he takes the position that no man should be permitted to operate as a street car motorman or conductor in such a large city without having first at least 30 days' experience under a competent motorman or conductor, as the case may be. His ordinance will receive the sympathy and support of all those of Indianapolis interested in reducing the number of accidents to a minimum.

The ordinance is as follows:

"An ordinance to regulate the running of street and interurban railway cars within the Corporate Limits of the City of Indianapolis.

"Section 1. It shall be unlawful for any street or electric railway company operating street, or interurban railway cars within or upon the streets of the City of Indianapolis, in the State of Indiana, to cause or to permit any motorman or conductor to operate any street or interurban electric car upon or within any of the streets of said city unless such motorman, or conductor, shall have had at least thirty days'

experience and instruction in such work. Such instruction and experience shall be received by such motorman, or conductor, respectively, under the immediate tutoring of an efficient motorman, or conductor, as the case may be, of not less than one year's ACTUAL experience upon the cars so run in said city.

"Section 2. The corporation, as well as its manager, superintendent, and person that has control thereof, that has charge of or permits the operation of any car, or cars, in violation of this ordinance, or that shall cause, or permit, any motorman, or conductor, to operate any car, or cars, in violation thereof, shall be guilty of a misdemeanor and upon conviction thereof shall be fined not to exceed Three Hundred Dollars. Each day's violation thereof shall constitute a separate offense.

"Section 3. All ordinances and parts of ordinances in conflict herewith are hereby repealed.

"Section 4. This ordinance shall be in full force and effect from and after its passage and publication once each week for two consecutive weeks in the ..... a daily newspaper in general circulation in the city of Indianapolis.

## LOS ANGELES STREET RAILWAY EMPLOYMENT.

To secure employment in the street railway service in Los Angeles, Cal., as motorman or conductor, the applicant is required to fill out an application something of the usual form of application with non-union employing companies. This application, filled out and signed by the applicant, is a certification to answers to many rigid and technical questions, which, if all are answered, permits the applicant to escape no feature or characteristic of his past life, industrially or socially. It is also an agreement that imposes upon the applicant, if accepted into employment, responsibilities of every character subject to the employment. Its nature affords the company the opportunity of excluding from employment any applicant tainted with trade unionism.

A printed single-leaf pamphlet, containing instructions and requirements, is submitted to the applicant with the application blank. The applicant is required to become conversant with those instructions before filling out and signing the application. Something of an idea of the requirements can be gained by the uninitiated by reading the conditions presented on the printed pamphlet. This pamphlet is headed "Los Angeles Railway—Requirements for Applicants as Motormen and Conductors." The conditioned requirements are as follows:

"1. Applicant must fill out printed application, giving previous employment, length of time at each place and reasons for leaving each. All of your time for the past nine years, or since leaving school, must be accounted for fully. The names and addresses of four responsible persons, who

have known you for one year or more, must be given as references, but they need not be local.

"A man is never benefited by withholding from his application any part of his former record, nor by making a misrepresentation, for a man who does this renders himself an undesirable, unfit and dishonest employee.

"2. Applicant will be required to serve as student without pay, from 15 to 18 days, and must pass required examinations showing him to be competent before being assigned to work. It is practically thirty days from the time you start breaking in before you begin to draw wages.

"3. Immediately after filling out application, applicant must secure photographs—cost 50 cents, and have a medical examination,—cost \$1.00, as instructed.

"4. When called for duty, to break in, applicant will be required to secure a bond—cost \$2.50, and a uniform cap—cost \$1.50.

"5. As soon as student has passed examination, and is competent to take up the work under salary, he will immediately have to supply himself with a uniform of this Company's standard, and also with a watch if he has not one in his possession, that will pass our official Watch Inspectors, with a double roller steel escapement.

"Uniforms cost approximately \$18.00; watches approximately \$20.00. Requirement for watches are as follows: Standard size (16 or over); 17 jewel or over; lever set; adjusted to heat and cold and to three positions; must be in good repair.

"Arrangements can be made to secure uniforms and watch on installment payments, the amount to be deducted each week from the salary. Instructions will be given as to what firms such arrangements can be made with.

"6. Following is rate of wages paid to Motormen and Conductors:

1st year .....	25 cents per hour
2nd year .....	26 cents per hour
3rd year .....	27 cents per hour
4th year .....	28 cents per hour
5th year .....	29 cents per hour
6th year and thereafter,	30 cents per hour

"7. Fifty (50) cents Hospital Fee is deducted from wages each month."

Los Angeles is a sister city of San Francisco and Oakland. The street railway service requires twice the number of motormen and conductors that are engaged in Oakland. Los Angeles is a much larger city than Oakland. The wages in Oakland begin at a minimum rate of 30 cents per hour, to which one cent is added each year until, upon city lines, the rate is 40 cents per hour for those of 9 years of service. The sixth year men in Oakland receive 36 cents per hour, or 6 cents per hour more than the same class in Los Angeles, while the tenth year men receive 40 cents per hour, or 10 cents per hour more than the tenth year men receive in Los Angeles. Upon the organized roads in San Francisco the wage rate is 37½ cents per hour. Neither can it be denied but that were it

not for the trade union wages existing in Oakland and San Francisco, the Los Angeles men would not receive even what they are receiving at present, as the present wage in Los Angeles obtained largely through the trade union agitation, an increase being granted at every attempt to organize the Los Angeles street railway men.

### DR. ELIOT DENIES COMMON CHARGE.

Dr. Charles W. Eliot, the world renowned educator, writes Cor. Charles F. Pender, of New Haven, Ct., under date of October 31, 1914, saying:

"I do not advocate the ceasing of unions."

Dr. Charles W. Eliot, speaking some years ago, was quoted as styling a scab a hero. On other occasions extracts were taken from his speeches and circulated as an authority against unionism. About a year ago he was quoted as saying in an address delivered in Boston that it was his "desire to live long enough to see the elimination of trades unions." This was made much of by the union-smashing employers' associations and capitalistic newspapers so inclined. Bro. Chas. F. Pender, a well-known devoted trades unionist of New Haven, determined to draw from Dr. Eliot his true status on trades unionism from his own written words. His first letter drew from Dr. Eliot a theoretic reply which was given publicity and contained certain expressions that were again misconstrued to show the great educator to be opposed to the labor movement. In that letter, however, he frankly pointed out that trade unionism had done a great deal in improving wages and shop conditions and that there yet remained further work in that line justifying a continuance of the movement. The abuse of the doctor's letter caused Pender to seek a more concrete expression. His second reply was as above quoted.

"I do not advocate the ceasing of unions." That is about as plain and concrete an expression as the most enthusiastic unionist could wish for from any man, and should place Dr. Charles W. Eliot in the right light upon the subject.

Dr. Eliot does not approve of violence. Neither does any other exponent of trades unionism.

Dr. Eliot wishes there may sometime come an industrial condition that will render the present-day trades union unnecessary. So does every true trades unionist. But that time hasn't arrived. Neither will it breed in the present industrial atmosphere.

district attorney, that there is reasonable Let us not permit anyone in the future to tell us that so great a scholar as Dr. Eliot is known to be, would destroy our unions so long as the industrial condition of employment for profit exists.

Every man is dishonest who lives upon the unpaid labor of others, no matter if he occupies a throne.—Robert G. Ingersoll.

# The Motorman and Conductor

Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION  
Monthly

W. D. MAHON, President



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## ASSOCIATION.

### Articles of Constitution.

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division Associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

## Merry Christmas!

Christmas is the day we all meet in common at the Shrine of Good Will.

Christmas is the day we wish peace on earth to all. In fact, we renew our pledge to peace and good will.

Good Cheer wafts Christmas greetings from the height of human ecstasy, from the depths of reverence of human souls.

Universally profound is faith in the good of Christmastide. Souls betroth. Men blend and, anew, confirm the ties of a common brotherhood. Dawns a sense of common fealty.

What iniquitous influence so mocks the Christmas spirit, rends the Christmas ties and chills faith in the professions of man? We are told by our Charleston, S. C., correspondent that our Charleston local opened employment to thirty men who were approaching Christmas in enforced unemployment. Is not organization Labor's key to good cheer?

The Charleston branch of the Amalgamated Association, in making her recent agreement distributed jobs to the unemployed in the true Christmas spirit. Trades unionism stands for that. Extended, Trade Unionism can solve the questions of unem-

ployment and high cost of living. It is doing it. It will continue its effort until those questions are problems no longer. The vintage of unionism is good cheer—the true Christmas spirit. Merry Christmas to all.

Every wage earner of a profit making concern knows he is earning more than he receives in wages. His discontent in employment corresponds with his conception that he is receiving short measure in wages.

The manager of an employment for profit concern who congratulates himself upon holding underpaid employes in contentment is the victim of his own self-conceit. He fails to recognize the envy and hatred against his system that he has kindled to secret burning in the suppressed feelings of his employes.

On Nov. 16, at Anthony, Kan., occurred the death of Mrs. Orr, mother of International Treasurer Rezin Orr. She was 80 years of age at the time of her death. Surviving her are her husband, eight children and twenty-seven grandchildren. She was a lady of wonderful health throughout her life except for the last two years. Brother Orr attended the funeral. Brother Orr's father is active and in vigorous health at the age of 82. The Motorman and Conductor unites with the Association in general in extending sincere sympathy to our International Treasurer and the bereaved family.

**NOVEMBER WORK OF INTERNATIONAL OFFICERS.**

International President W. D. Mahon, early in November, was required to give his attention to the matter of wage adjustment in the interest of Div. No. 268, Cleveland, O., which has been pending since prior to his European trip. The subject had been submitted for arbitration, but it was concluded that the question should be referred to the Cleveland city council. The matter in dispute is the question of establishing an eight-hour minimum service day. Through the intercession of President Mahon an allowance was made by City Traction Commissioner Peter Witt to provide an increase in car service compensation. The question of applying this allowance remains yet in controversy. The compromise offered by the company was to effect a five-hour minimum service day and increase the wage to employees of one or more years of service one cent per hour. The company's contention was based upon the presumption that the allowance would not permit the establishment of an eight-hour minimum service day pay. The minimum service day in question would apply wholly to the extra list and those of the regulars whose runs are scheduled at less than eight hours, and the presumption is that this class is within the first year service men. It appears that the subject it is desired that the council shall deal with is the matter of directing the granting of sufficient allowance to effect the eight-hour minimum service day. From Cleveland, President Mahon went to Indianapolis to associate in answering to the appointment for decision upon the injunction case in the federal court of the District of Indiana, decision to be rendered by Judge Albert Anderson. The decision of the court extended only to continuing the temporary injunction against Div. No. 645, the International officers and other defendants involved in the question of possible strike. This continued the enjoining of the parties against whom the injunction is directed from encouraging or participating in the calling of a strike or the engaging in any strike on the Indianapolis Traction and Terminal Company's lines. The judge declined to, at the time, render a decision directing an injunction order against the company prohibiting it from violating the working agreement. The decision appeared to be in violation of equity in the case, and an appeal was taken from the decision of the judge. After directing this appeal and advising with the local officers upon the affairs of Div. No. 645, the International President returned to the general office, from where he went to Philadelphia as an associate delegate of the Association to the American Federation of Labor Convention. At the close of the convention he returned to Pittsburgh, Pa., with G. E. B. Member Wm. B. Fitzgerald, giving his attention to a review of the recent arbitration award in that city, granted from a wage arbitration between the Pittsburgh Railways Company

and Div. No. 85. He also gave his attention to the interest of Div. No. 223, Butler, Pa., where anticipation of a one-man service car had developed concern among the members of that local. He left these matters in the hands of Board Member Fitzgerald and returned to the General Office, where, at the close of the month, he was giving his attention to the affairs of the Association in general.

Vice President J. J. Thorpe, at the close of November, yet remained at Bad Axe, Mich., but has been advised by his physician to pass the winter in a warmer climate. Late report shows slow but continued improvement in his general condition.

Vice President A. H. Burt reports favorably upon the affairs of Div. No. 666, Salt Lake City, Utah. He has also had under his supervision the defense of the Association in the mandamus proceedings instituted by C. O. Pratt, the case having been revived by attorneys of the plaintiff. It is now pending upon amended complaint and demurrer proceedings.

Vice President George Keenan, at the close of November, was assisting in the conduct of preparation for arbitration of the wage scale in the interest of Div. No. 497, Pittsburg, Kan.

Vice President P. J. O'Brien, during November, continued on the work of extension of organizing and development in the interest of Div. No. 673, New Bedford, Mass. During the course of this work he also gave his attention to Div. No. 269, Danbury, Conn., upon grievance work, the case being one of membership of a call man, or extra service man, who had failed to pay his dues. The matter was adjusted to the satisfaction of the Division. He also assisted upon grievance work in the interest of Div. No. 448, Springfield, Mass., the grievance being with men dismissed from the service. An adjustment of these cases was effected.

International Treasurer Rezin Orr, aside from directing the affairs of the International Office in the absence of the International President, has given his immediate attention to the construction work upon the proposed new Association Headquarters building. He also assisted Div. No. 26, Detroit, in a matter of anticipated ill effect of an enactment of the city council directing the company to institute a tripper service. The local was successful in getting the objectionable resolution withdrawn and referred to a committee of the council. Brother Orr received a telegram from Anthony, Kan., announcing the death of his aged mother on Nov. 16. He immediately visited the home of his parents in Anthony, where he attended the funeral of his mother. He was again at his desk in the General Office on the 23rd of the month.

G. E. B. Chairman Magnus Sinclair, in November, was dispatched to Trenton, N. J., where he assisted Divs. Nos. 540 and 564 upon grievance work, the grievances developing from men dismissed from the service of the employing companies. These grievances were successfully adjusted. The reinstatement of four members of Div. No. 564 and one of Div. No. 540 was secured without arbitration. While upon this work he visited Philadelphia, where the American Federation of Labor Convention was in session. At the close of the month he was at home in Toronto, Ont.

G. E. B. Member Fred Fay, in November, assisted Div. No. 600, Waltham, Mass., upon grievance work, Div. No. 589, Boston, Mass., upon an agreement dispute, requiring the interpretation of a section of the recent Boston arbitration award. He visited Div. No. 618, Providence, R. I., where an arbitration was concluded in which two members were reinstated, with back pay. The matter of agreement in the interest of the locals employed upon the Bay State Railway lines was adjusted in all matters except the wage scale, which was referred to arbitration. Much of the time of Board Member Fay during November was given to the work of effecting the arbitration board and preparation of arbitration of the wage scale in the interest of those locals. The arbitration board comprises Attorney Henry Reynolds, selected by the Bay State Railway Co.; Attorney James Vahey, chosen by the Advisory Board of the various locals involved, and Hon. Jos. C. Pelletier, selected as chairman by Messrs. Reynolds and Vahey.

G. E. B. Member Edw. McMorrow was successful in adjusting grievances in the interest of Div. No. 515, Galesburg, and No. 416, Peoria, Ill. While in Peoria he visited Div. No. 513, Bartonville, Ill. His reports from those three locals were of progress. From this work he was dispatched to Cincinnati, O., in the interest of Div. No. 627, where cases of dismissed employes had been submitted to arbitration. While in Cincinnati he visited and addressed a meeting of Div. No. 634, interurban local, and visited and addressed a meeting of Div. No. 628, Covington, Ky. In the interest of Div. No. 627, the large Cincinnati local, he was successful in securing the reinstatement of several dismissed men, thus in their cases obviating the expense of arbitration. At the close of the month he yet continued in assisting the local upon questions involving agreement conditions.

G. E. B. Member Richard Cornelius, during November, held conferences with officers of Divs. Nos. 265 and 276, San Jose and Stockton, Cal., respectively. Matters in which these locals were involved were grievances resulting from the dismissal of members. The Stockton case was adjusted and the case with the San Jose local was pending at the close of the month.

G. E. B. Member Wm. B. Fitzgerald reports a settlement of the wage controversy in the interest of Divs. Nos. 132 and 148, Troy and Albany, N. Y. An agreement was reached granting a one cent increase in wage, effecting a wage rate of 28 cents per hour to motormen and conductors and a like increase to the members of other crafts in the employ of the company. At the close of the month he had under his advisement adjustment of the wage rates in the interest of Div. Nos. 304 and 560, Glens Falls and Saratoga, N. Y. Other work requiring his attention was in the interest of Divs. Nos. 582, Utica, 669, Auburn and 282, Rochester, N. Y. He also attended a meeting of Div. No. 580, Syracuse, N. Y. During the A. F. of L. Convention he was dispatched to Philadelphia, where he rendered assistance to Div. No. 477. At the close of the convention he accompanied President W. D. Mahon to Pittsburgh, Pa., where he attended a meeting of Div. No. 85, where consideration was given to the recent arbitration award granted in arbitration between the Pittsburgh Railways Company and Div. No. 85. He also had under his advisement the question of anticipating a one-man car service in Butler, Pa., which was of concern to Div. No. 223.

G. E. B. Member P. J. Shea, at the beginning of November, was in Columbia, S. C., upon grievance work in the interest of Div. No. 590. The principal grievance was with a member dismissed who sought reinstatement. After a careful investigation of the case it was dropped. Board Member Shea rendered assistance to Div. No. 610, Charleston, S. C., upon agreement work. Conditions of the proposed agreement were agreed upon with the exception of the wage rate. This subject was pending submission to the management by the superintendent when Board Member Shea went to Philadelphia as a delegate representing the Pennsylvania State Federation of Labor. At the close of the convention he was dispatched to the assistance of Divs. Nos. 168 and 655, Scranton, and Div. No. 164, Wilkes-Barre, Pa. The subject requiring his attention with Div. No. 168 is the arbitration of cases in which submission is made for reinstatement of dismissed members. Div. No. 164 is involved in agreement work.

G. E. B. Member J. C. Colgan, early in November, assisted in the adjustment of seniority questions arising with Divs. Nos. 125, East St. Louis, and 236, Alton, Ill. Upon adjustment of these situations he returned to Chicago, where he assisted Div. No. 260 in an application for reinstatement of two dismissed members. The cases were adjusted without arbitration. He was then dispatched to Vincennes, Ind., in advisement upon the lockout situation involving Div. No. 670. He was at this place at the close of the month.

G. E. B. Member John H. Reardon, during November, gave his attention to the affairs of Div. No. 537, Holyoke, and Div. No. 549, Northampton, Mass. The matter in contention at Holyoke is adjustment of seniority in allotment of employment.

### THE INDIANAPOLIS INJUNCTION.

On the 23rd day of September, 1914, Federal Judge Albert B. Anderson of the District of Indiana granted to the Guaranty Trust and Safe Deposit Company of Philadelphia, petitioners, a temporary injunction against the International officers of the Amalgamated Association of Street and Electric Railway Employees of America, the officers and members of Div. No. 645, Indianapolis, Ind., John J. Keegan and others of the local Indianapolis labor movement, as respondents, restraining the respondents from going on strike against the Indianapolis Traction and Terminal Company. The restraining order embraced as one of the respondents the Traction Company itself. But this was evidently incident to evading the consequences of the company being the petitioner. The injunction was as follows: "In the District Court of the United States for the District of Indiana.

"November Term, 1913. September, 1914.  
"Before Honorable Albert B. Anderson, District Judge.

"Guaranty Trust and Safe Deposit Company

vs.

"William D. Mahon, International President of the Amalgamated Association of Street and Electric Railway Employees of America;

"Edward McMorrow, Member of General Executive Board of said Association;

"Joseph Colgan, Member of General Executive Board of said Association;

"R. L. Reeves, Secretary of said Association;

"Albert H. Brown, William F. White and Ralph W. Belch, President, Secretary and Business Agent, respectively, of Local Division No. 645 of said Association;

"F. A. Sellers, William J. Lawler, Harry A. Wall, William Mayfield, George Wills, William Taylor, William Euliss, Members of the Executive Board of Local Division No. 645 of said Association;

"Ray Stafford, Samuel Green, George Hare, Members of the Local Board of said Association;

"B. Spencer, R. Singleton, H. Ramsey, J. Allison, J. Blettner, S. Bridgewater, W. Ball, George Core, C. Coy, R. Cordell, T. Chetnam, C. Cline, A. Finley, L. Facemeyer, W. Fout, R. Kent, O. Lattimer, G. Leach, B. Moyer, F. Meyers, E. Moore, C. Moody, C. Morrow, V. Osborn, E. Ramsey, K. Rathz, J. Schmidt, W. Sutton, B. Spencer, R. Simpers, B. Stafford, W. Sweazey, H. Schad, V. Walker, J. Wilson, C. Bess, P. Cosgrove, O. Childers, C. Cullen, J. Conger, C. Colen, O. Coplinger, J. Davis, H. Griffith, A. Gilpin,

J. Hoffman, G. Heede, W. Hubbard, H. Hines, E. Johnson, W. Laws, G. Lane, John Morrison, F. Murphy, C. Mack, A. Pyles, P. Porter, George Rouser, C. Robeson, A. Richardson, C. Shaffer, G. Stinnette, F. Shigley, A. Spilker, W. Vest, W. Voight, W. Weir, W. Balay, Tom Carr, Dan Carr, Ira Dobbins, A. Gunckle, Tom Moran, E. Aldridge, E. V. Clymer, Frank Drexell, T. Epeards, Wm. Hartman, C. Heightchew, George Layne, O. Losche, Jess Wurtz, A. W. Suhre, H. Blackwell, S. Blair, T. Brown, O. Bowne, L. Caille, H. Douglass, R. R. Davis, W. Danner, H. Dugan, G. Frazier, E. Franklin, O. Ford, H. Foxworthy, G. Garver, A. Gobin, K. Holderman, B. Hill, O. Headlee, J. Hart, B. Jenkins, S. Jones, J. Lee, R. Lee, J. W. Lee, C. Layton, M. Lively, E. Morrow, F. Morsch, R. Marshall, W. Mendel, A. Meyers, H. Miller, J. Martin, R. Meisberger, A. McClure, D. McKeighan, J. O'Dell, C. Riegers, F. Schusters, R. Stone, L. Smith, O. Smock, A. Sweitzer, E. Scott, Chas. Thrasher, A. Tuell, H. Vance, E. White, Robert Woods, W. Biltz, L. Bushorn, J. Bright, H. Belch, J. Chaille, W. Cravens, M. Erkrantz, E. French, O. Figg, F. Gordon, N. Gardner, C. Greatbatch, G. Heckman, M. Hughes, R. Hufschmidt, C. Higgons, G. O. Johnson, George Krause, William Lee, J. Lewis, E. Laws, L. Meneff, F. Miller, P. McFatridge, R. McDaniels, C. McCrorey, H. O'Dell, Ed. Pierce, P. Porter, P. Russell, C. Rigeby, S. Rawlings, H. Scott, W. Thompson, J. White, R. Young, W. Esarey, R. Lewis, P. Bailey, J. Wells, F. Steinmetz, E. Muskoff, H. King, C. Davis, O. Rodgers, E. Porter, W. Kilburn, H. Hoover, A. Martin, C. Kreutser, P. Davis, W. Dailey, C. Wilson, L. Kendall, W. Moore, O. Swanson, W. Sims, G. Ashcraft, H. White, J. Wolf, F. Cresse, H. Clifton, L. Gentry, J. Bond, P. Phelan, A. McCray, F. Seals, E. Smith, A. Anderson, T. Teeters, C. Roberts, J. Hinman, E. Stenton, G. Meyers, E. Ware, F. Whetley, J. McVay, A. Montgomery, W. Miller, E. Harper, B. Harrell, J. Falvey, L. Johnson, E. Williams, A. Fisher, W. McDaniels, H. Heightshue, M. McCarty, S. McBroom, J. Williams, W. Davidson, C. Redding, A. Moore, R. Whistler, E. Jordan, S. Clegg, J. Schultz, R. Rice, G. Herrick, G. Clifton, T. Robeson, R. Isaacs, C. Gladden, R. Rawling, H. Schmidt, B. Hogue, W. Lawrence, G. Bennett, E. Herther, F. Steelman, C. Will, R. Miller, T. Syrus, J. Toms, G. Chitwood, J. Vanarsdol, C. Hess, M. Smith, A. Zook, Z. Hicks, L. Davis, J. Adams, John J. Keegan, William Dobson, Frank S. Roby, Samuel Esary, Milton L. Clawson, Carl Ott, Albert S. Lowry and Indianapolis Traction and Terminal Company.

"Now at this time comes the plaintiff, by Ferdinand Winter and W. H. Latta, its solicitors, and thereupon plaintiff moves the court upon its verified bill of complaint to grant a restraining order in accordance with the prayer of said bill, without notice, to continue in force until notice can be given

and hearing had of an application for a temporary injunction.

"And said motion having been heard, it is ordered by the court that the defendants, William D. Mahon, Edward McMorrow, Joseph Colgan, R. L. Reeves, International President, members of the General Executive Board and International Secretary of the Amalgamated Association of Street and Electric Railway Employees of America, and each and every agent, associate and employe or other person controlled by them or either of them, and the defendant Carl Ott, business agent of the Cigar Makers' Union, and the defendant Albert S. Lowry, and each and every agent, associate or employe or other person controlled by them or either of them, and the defendants Albert H. Brown, William F. White and Ralph W. Belch, president, secretary and business agent, respectively, of Local Division No. 645 of said Amalgamated Association of Street and Electric Railway Employees of America, and the defendants F. A. Sellers, William J. Lawler, Harry A. Wall, William Mayfield, George Wills, William Taylor and William Euliss, members of the Executive Board of the said Local Division No. 645 of said Association, and the defendants Ray Stafford, Samuel Green and George Hare, members of the Barn Boards of said Association, and each and every agent, associate, employe or other person controlled by them or either of them, be and they are each hereby enjoined and restrained until notice of an application for a temporary injunction can be given and such application heard as hereinafter provided, from all or any two or more of them combining and confederating by violence, threats, solicitation, persuasion, argument or other inducement or influence to cause, procure or induce any one or more of the following named persons, employes of the Indianapolis Traction and Terminal Company, to go upon a strike or quit the service of said Company in a body in violation of the contract of November 7, 1913, between the Committee of Employees of said Company and said Company, to which the Honorable Samuel M. Ralston, Governor of the State of Indiana, is a party, and the award of the members of the Public Service Commission of the State of Indiana, of February 9, 1914, to-wit:

"John Allison, Augustus Anderson, George Baker, Harvey Baker, (et al.).

"And said defendants and each of them are hereby further enjoined and restrained until notice can be given of an application for a temporary injunction and such application be heard, from all or two or more of them combining and confederating to bring about by violence, threats or other means of intimidation or by persuasion, argument or other inducement or influence a concerted strike of the following named persons, employes of the said Indianapolis Traction and Terminal Company, or the abandonment by them in a body of their services as employes of said Company, in violation of the contract between said Company and said

persons, denominated 'Indianapolis Traction and Terminal Company Working Agreement with Car Service Men,' set up and referred to in said bill of complaint, to-wit:

"W. Allen, Claud Armstrong, Herbert Ashcraft, Charles Austin, (et al.).

"And the defendants William Dobson, John J. Keegan, Frank S. Robey, Samuel Esary and Milton L. Clawson, and each of them, and each and every agent, associate, employe or other person controlled by them or either of them be and they are hereby enjoined and restrained until notice can be given of an application for a temporary injunction, and such application be heard, from combining and confederating with each other or with said McMorrow, Brown, White, Belch or any of said defendants from aiding or abetting in any such strike or concerted action of said employes, or attempt to produce any such strike or concerted action of said employes in abandoning their work in a body by seeking or attempting to seek for the appointment of a receiver for the said Indianapolis Traction and Terminal Company, or the prosecution of any action for such purpose during the pendency of such strike or threatened strike.

"And the said Mahon, McMorrow, Keegan, Ott, Lowry, Reeves, Colgan, and each and every other defendant above named who are not now in the service and employment of the said defendant, the Indianapolis Traction and Terminal Company, and each and all of their servants, agents, employes and other persons under their control and influence, and all other persons not in the service of said defendant, Indianapolis Traction and Terminal Company, having notice of this order be and they are hereby enjoined and restrained until notice can be given of an application for a temporary injunction and such application be heard, from persuading, influencing, advising or otherwise procuring any of said employes of said Indianapolis Traction and Terminal Company to go upon a strike and abandon their service as employes of said company, in violation of said contract or in violation of said award. And each and all of the defendants, whether employes of the said defendant Traction Company or not, and each and all of the employes, servants, agents, associates or other persons subjected to the control or influence of them or any of them, and all other persons having notice of this order be and they are hereby enjoined until notice of an application for a temporary injunction can be given and such application be heard, from collecting in crowds on the streets of the city of Indianapolis, or about the cars or other property of the defendant, Indianapolis Traction and Terminal Company, for the purpose of hindering, obstructing or interfering with the operation by said Company of its street cars or any of them in said city, or elsewhere, or from injuring the cars, station, tracks, power houses, barns, shops or other property of said company, or any of its employes or ser-

vants, or from intimidating said employees or any of them in the discharge of their duties to said Tracton Company, or by such intimidations or any of them to frighten or otherwise induce or compel any person in the employ of said Company from discharging his duties as such employe, and said defendants and each of them, and each and every of their servants, agents, employes, associates and other persons subjected to their control and influence and all other persons having notice of this order are likewise enjoined and restrained from doing or aiding or assisting in doing singly and as individuals any of said acts. That each and all of the defendants be enjoined and restrained until notice of an application for a temporary injunction can be given and such application be heard, from compelling or attempting to compel the defendant, the Indianapolis Traction and Terminal Company, by injury to its property or employes, or other violence, or by threats or other acts of intimidation or by coercion or other acts of intimidation of said Amalgamated Association of Street and Electric Railway Employes of America, or any other like organization or association, to carry on its business exclusively by union labor or not upon the open shop principle, or by such means or any of them to prevent or hinder any person from entering or continuing in the service of said company. And the hearing of plaintiff's motion for a temporary injunction is now set for Friday, October 2, 1914, at 10:00 o'clock a. m., and plaintiff is required to give notice of such hearing to the defendants. This order shall take effect upon service of the writ of subpoena issued upon the bill of complaint.

"United States of America, District of Indiana, ss:

"I, Noble C. Butler, Clerk of the District Court of the United States for the District of Indiana, do hereby certify that the above and foregoing is a full and true copy of an order of said Court in the cause of Guaranty Trust and Safe Deposit Company against William D. Mahon and others, made and entered on the 23rd day of September, 1914, as fully as the same appears upon the records now in my office.

"Witness my hand and the seal of said Court, at Indianapolis, in said District, this 23rd day of September, 1914.

(Signed)

"NOBLE C. BUTLER, Clerk."

(Seal of the United States District Court for the District of Indiana.)

The above injunction was served at a meeting of Div. No. 645, held in Indianapolis, at midnight of September 23. Return day was set for October 2. Upon this date an adjournment was sought by the Indianapolis Traction and Terminal Company, one of the defendants named, the adjourn date being fixed for October 26, 1914.

In the meantime the company secured an order from Judge Anderson directing that correspondence and record of the financial transactions between the International

Association and Div. No. 645, Defendants Keegan, Dobson, Lowry, Roby, Esarey, et al., from November 8, 1913, to the date of issuing the restraining order, be turned over to the defendant company and giving the defendant company authority to take such affidavits of co-defendants and others as it saw fit. Under this order the company took the depositions of President W. D. Mahon, G. E. B. Member Edward McMorrow and others and secured the correspondence between the local and the Association. As a matter of fact the records were of such a character that they could easily be made public without any reflection upon any of the parties involved.

The Association engaged Attorneys Roby, Esarey and Salisbury of Indianapolis to defend the case.

On the 15th of October the so-called Clayton Bill, amending the Sherman Anti-Trust Law became a law and was naturally applicable to this injunction case. This enactment was regarded as a practical prohibition of the granting of the injunction sought and the defendants, exclusive of the street railway company, entered the hearings with full confidence that this new law would be observed.

The court opened for preliminary hearing in the case in the Federal Building, Indianapolis, October 26. The Association was represented by the attorneys heretofore mentioned and the petitioners and street railway company were represented by Attorneys Winters and Latta, regularly employed attorneys of the Indianapolis Traction and Terminal Company.

The petitioner in the case, the Guaranty Trust and Safe Deposit Company, based its premise on the fact that it was a bondholder and thus an investor in the street railway properties. There is an evident seam of insincerity in making the trust company the petitioner, as, according to the laws in such case, it stood in the shoes of the owner or the Indianapolis Traction and Terminal Company that had been included as one of the defendants. The real petitioner, or plaintiff in the case, was the Indianapolis Traction and Terminal Company. But to enter a court of equity in the way it did infers that the company assumed that its violation of the contract would be covered in asking for the injunction in the name of the trust company, which, unless in the position of owner and operator of the lines, could not be held accountable for any violation of contract. The company well knows that it has violated the contract and was at the time of petitioning for the injunction, then violating the contract and, therefore, not entitled to relief in a court of chancery.

The appeal in response made by the attorneys of the Association set forth that the Tracton and Terminal Company and the bond company were identical in their attitude in the proceedings; that the Traction Company had violated the agreement and was violating it at the time the peti-



tion for injunction was filed and is yet violating it, consequently the petitioners were not entitled to relief. The brief also denied the material charges in the petition and filed a counter petition against further violation of the company.

The company presented its witnesses and the taking of evidence of witnesses of the company occupied the most part of the first three days of the trial. The purpose of this evidence was to prove that a strike was contemplated or intended by the International officers and Div. No. 645.

The Traction and Terminal Company's submission and evidence alone clearly proved that there exists between the employes and the Traction and Terminal Company the so-called Governor's agreement of November 7, 1913, which provided for the effecting of wages and working conditions to prevail in employment for three years. The evidence further showed that, through the arbitration board, an award had been secured and was in effect in accordance with the so-called Governor's agreement. The evidence further clearly proved that the company held three of the provisions of the so-called agreement unworkable, one being a \$45 per month minimum wage for extra men, another a provision granting one Sunday off each month to every motorman and conductor and the third being a provision that required the granting of an eight consecutive hours' rest period between every service day; that in order to circumvent these provisions the Indianapolis Traction and Terminal Company instituted what is called a "service agreement" under which it is employing new men under conditions which, placed in operation, annul the working conditions provided in the employes' agreement and to which the company subscribes to maintain its force as of employes who will sign the so-called "service agreement." No subscriber to the so-called "service agreement" could subscribe to the obligations of the Association, consequently it is prohibitive of employes joining Div. No. 645.

The company's evidence was a clear admission of violation of the employes' agreement through its so-called "service agreement." The company also testified that it required new men to sign an application identifying them as union or non-union men or affording the company to exclude from employment all union men

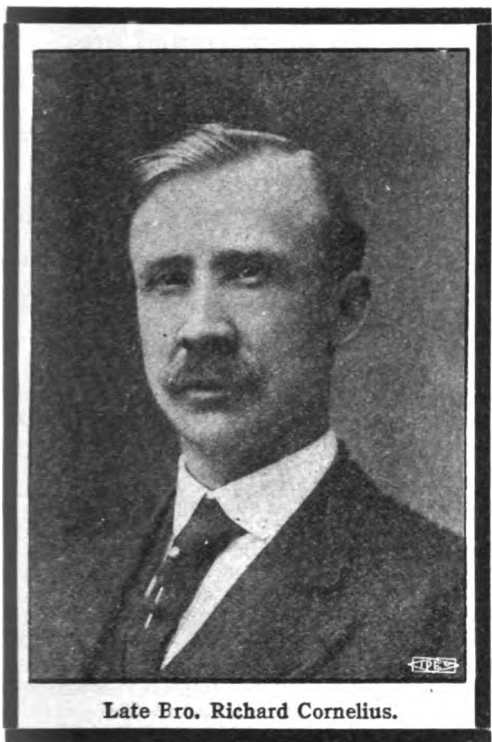
### STRIKES AND LOCKOUTS.

The strike situation of Div. No. 524, Okaloosa, Iowa, remains unchanged. As at the close of the previous month the company is operating its cars, but without any perceptible increase in patronage. The locked out members of Div. No. 524 are as determined to continue their effort for re-establishment of employment under agreement conditions as at the beginning of the contest. This contest began Oct. 5, 1913.

Div. No. 670, Vincennes, Ind., the members of which were locked out of employment Aug. 17, 1914, and against whom an injunction rested for several weeks, voted the contest at an end Dec. 2. It was concluded that under the existing conditions it was useless to continue further effort to establish employment with the company with the right of employes to organize. In this case the Vincennes company, in direct violation of the law of the state of Indiana, determined to deny its employes the right to be members of a labor organization. The entire membership, embracing practically all of the employes, were locked out on the date before given, Aug. 17. The company imported strike-breakers. The city administration took a position against manning the cars with armed men and several strike-breakers were arrested for carrying concealed weapons, fined and sentenced to imprisonment. Bonds were given by the company and the strike-breakers liberated and an injunction was issued by Federal Judge Baker against the local, the Vincennes Trades and Labor Council, the various labor organizations of Vincennes and the mayor and police department of the city. The injunction had the effect of protecting the company against picketing on part of the locked out employes. At the temporary hearing upon the injunction restraining order, the injunction was retained against the local and various trades unions. It denied the labor movement any right or privilege of publication or assemblage in promoting the interests of the locked out men. Under this inactivity patronage increased to the employing company. It was this situation that caused the contest to be discontinued and the effort declared at an end. This action was taken after a thorough investigation made by G. E. B. Member J. C. Colgan. The position taken by Judge Baker in this case, in maintaining the injunction, was in part based upon his assumption that the Division was illegally constituted, in that it was alleged that certain of the charter members of the local were at the time of its formation not eligible to membership. It was held that they had been dismissed and their employment with the company severed some three months before the organizing movement was put into effect which resulted in the institution of the local.

The labor movement is practical. Unfettered with new fangled notions, it accepts and does not break the past, but builds upon it. It is not founded on hatred of either man or property, but on love that gladly sacrifices for the common good. It is not lawless, licentious, insubordinate. Its philosophy teaches that the only freedom worth having is the freedom to do right.—Matthew Wall.

"May not the complaint that common people are above their station, often take its rise in the face of uncommon people being below theirs?"—Charles Dickens.



Late Bro. Richard Cornelius.

The death of Brother Cornelius occurred Sunday evening, Nov. 29, at his home, 741 Forty-seventh avenue, San Francisco, Cal. Due to his long continued and well known fatal affliction, the announcement of his death does not come as any shocking surprise. He died of consumption, an affliction which developed with him to a serious stage early in the year 1912, while engaged in work in the interest of Div. No. 587, Seattle, Wash. He was known at the time to have been in delicate health and his physical condition was unable to resist the exposures he met during the organizing of the Seattle local. He returned to his home a very sick man, from which condition he declined in health until he entered the California Sanitarium at Belmont, Cal. Due to the advanced stage of the ailment, it failed to yield to the treatment he was there receiving. Some weeks ago he returned to his home in San Francisco and it was known to his friends that it would be but a matter of a few weeks when announcement of his death would be received. Brother Cornelius leaves a widow and two daughters, the younger married, in whose grief a multitude of friends participate. A beautiful consolation for the widow and daughters of Brother Cornelius comes in the consciousness that in life he was one of but few who devotedly avail themselves of their faculties and opportunities in application to the uplift of mankind.

"Dick" Cornelius was a benefactor in the true sense of the word. He was one of the large men whose munificent influence shed

its benefit to unlimited numbers. He became identified with the Amalgamated Association in a successful movement to establish Div. No. 205 upon the street railway lines of San Francisco in the early months of the year 1901. His activity in the institution of the local incurred the animus of the employing company and he was victimized by dismissal from the service. This, if anything, intensified his purpose and inspired him to continue his effort until Div. No. 205 became thoroughly organized and secured recognition. He was made president and business agent of the local. He never lost sight of his duties as an officer. The successive increases in wage and betterment of working conditions to street railway men in San Francisco stand a glowing tribute to the ability and devotion of our late San Francisco General Executive Board Member. He was the leader in municipalizing the municipal street railway lines of San Francisco and can well be styled the introducer of municipal ownership and operation of street railways in the United States. With this system, materialized his ideal of \$3 per day for a service day of eight hours for street railway men.

Brother Cornelius was elected to the General Executive Board at the Pittsburgh convention of the Association held in May, 1903, which position he held continuously until his death. His work as an International officer is now a matter of record with the Association.

Brother Cornelius was a native of Cornwall, England. He came to America when a young man and engaged as a metal miner. On account of impaired health, he left the mines and later entered service as a street railway man in San Francisco, first as a gripman on the cable system and later as a conductor. He was 49 years of age at the time of his death.

No man was more highly esteemed by his associate officers and members of the Amalgamated Association. He was of easy acquaintance, indulgent with his associates and of lasting friendship. A confiding nature and extreme candor were observable characteristics. He was of strong personality and rigid integrity. His death creates a vacancy that will bring high credit to the man who succeeds him with equal talent and devotion, equal ideals and the same persistency in obtaining them.

Too great a tribute cannot be paid to the memory of our late Brother Cornelius.

Our expression of sympathy to his surviving widow and children can be no more forcefully conveyed than by indulgence in the assurance to them that his death is a cause for profound sorrow to those of his wide acquaintance, to the general membership of the Amalgamated Association; that in recounting his munificent accomplishments comes a mighty consolation in a most pleasing consciousness of the world being better and of blessings having come to lighten life's burdens of those now of

industry and those to come yet unborn that Richard Cornelius lived. He died when the balance in account is on the good side, to his credit, exhaustless. So his acquaintances in life knew him. So we knew him. So has he departed to a higher life.

"The strongest bond of human sympathy, outside of the family relation, should be one uniting all working people, of all nations, and tongues, and kindreds."—Abraham Lincoln.

"I honor any man who in the discharge of his duty dares to stand alone. The world with ignorant, intolerant judgment may condemn, the countenances of relatives may be averted, and the hearts of friends grow cold; but the sense of duty done shall be sweeter than the applause of the world, the countenances of relatives, or the hearts of friends."—Charles Sumner.

It is easy in the world to live after the world's opinion. It is easy in solitude to live after our own. But the great man is he who in the midst of the crowd keeps with perfect sweetness the independence of solitude.—Emerson.

Disbursements from the Death and Disability Benefit during the month of November, 1914, were made to beneficiaries on death and disability claims as follows:

#### Death Benefits.

Thomas J. Kirrane, financial secretary of Div. No. 477, for beneficiary, death claim of Samuel Eckert, deceased, late member of Div. No. 477, Philadelphia, Pa.; cause, apoplexy . . . . .	\$400.00
Mrs. Grace Geall, beneficiary, death claim of Charles Geall, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, fracture of skull and neck in street car accident . . . . .	800.00
Mrs. Paul Peno, beneficiary, death claim of John Peno, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, tubercular peritonitis . . . . .	150.00
Mrs. Daisy Smith, beneficiary, death claim of William J. Smith, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis . . . . .	250.00
Mrs. John O'Brien, beneficiary, death claim of John O'Brien, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, tabes dorsalis . . . . .	250.00
Julia Kendall, beneficiary, death claim of Harry M. Kendall, deceased, late member of Div. No. 114, Youngstown, Ohio; cause, chronic Bright's disease with chronic endocarditis . . . . .	800.00
Mrs. J. B. Gross, beneficiary, death claim of Jorden B. Gross, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, tuberculosis of lungs and also of bowels . . . . .	250.00
Mrs. Mary Kirsch, beneficiary, death claim of Wm. Kirsch, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, cirrhosis of liver . . . . .	800.00
Mrs. Margaret Dalton, beneficiary, death claim of William J. Dalton, deceased, late member of Div. No. 425, Hartford, Conn.; cause, head-on collision, both legs being cut off . . . . .	800.00
James J. Ryan, beneficiary, death claim of John J. Ryan, deceased, late member of Div. No. 589, Boston, Mass.; cause, myocarditis . . . . .	100.00
Mrs. May Conley, beneficiary, death claim of Fred Conley, deceased, late member of Div. No. 103, Wheeling, W. Va.; cause, typhoid fever . . . . .	100.00
Leona Chastian, beneficiary, death claim of W. J. Chastian, deceased, late member of Div. No. 416, Peoria, Ill.; cause, pulmonary tuberculosis . . . . .	150.00
Mrs. Elsie Hausmann, beneficiary, death claim of Ernst Hausmann, deceased, late member of Div. No. 308, Chicago, Ill.; cause, tuberculosis of lungs . . . . .	150.00
R. A. C. Dewar, financial secretary of Div. No. 109, for funeral expenses, death claim of Murdo Murray, deceased, late member of Div. No. 109, Victoria, B. C.; cause, acute tuberculosis of lungs . . . . .	150.00
Mrs. Josephine Scully, beneficiary, death claim of Henry N. Scully, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pneumonia and chronic asthma . . . . .	100.00
Mrs. Marie Hogan, beneficiary, death claim of Harry Hogan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pneumonia and acute endocarditis . . . . .	150.00
Mrs. Margaret Ward, beneficiary, death claim of Wm. J. Ward, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, melancholia with maniacal attacks . . . . .	400.00
Mrs. John McGuire, beneficiary, death claim of John McGuire, deceased, late member of Div. No. 308, Chicago, Ill.; cause, sarcoma of left leg . . . . .	250.00
George Hayman, beneficiary, death claim of John S. Hayman, deceased, late member of Div. No. 194, New Orleans, La.; cause, interstitial nephritis and uremic coma . . . . .	250.00
Mrs. Adolph Wm. Jacobs, beneficiary, death claim of Adolph Wm. Jacobs, deceased, late member of Div. No. 194, New Orleans, La.; cause, perforated gastric ulcer peritonitis . . . . .	500.00
Mrs. Dora M. Patton, beneficiary, death claim of Thomas Patton, deceased, late member of Div. No. 589, Boston, Mass.; cause, arterio sclerosis . . . . .	100.00

Albert A. Dodge, financial secretary of Div. No. 228, for beneficiary, death claim of Chas. N. Clark, deceased, late member of Div. No. 228, Joliet, Ill.; cause, tuberculosis.	150.00
Mrs. J. E. Hamilton, beneficiary, death claim of J. E. Hamilton, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, dropsy.	800.00
Mrs. Effie Webb, beneficiary, death claim of George Webb, deceased, late member of Div. No. 312, Davenport, Iowa; cause, nephritis.	600.00
Mrs. Henry W. Wright, beneficiary, death claim of Henry W. Wright, deceased, late member of Div. No. 313, Rock Island, Ill.; cause, accidentally crushed to death in barns between car and wall of car barn.	400.00
Thekla Jorden, beneficiary, death claim of H. Jorden, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, pernicious anaemia.	100.00
Thomas J. Jones, Sr., testamentary executor of estate for children, beneficiaries, death claim of Chas. Mortimer Jones, deceased, late member of Div. No. 194, New Orleans, La.; cause, chronic nephritis.	250.00
Mrs. Margaret McNamee, beneficiary, death claim of Bernard McNamee, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, cancer of stomach.	150.00
Mrs. C. W. Scott, beneficiary, death claim of Albert Scott, deceased, late member of Div. No. 540, Trenton, N. J.; cause, intestinal obstruction (strangulation).	150.00
Mrs. Ella C. Renesch, Mary E. Kelly and Margaret F. Kelly, beneficiaries, death claim of Andrew Kelly, deceased, late member of Div. No. 260, Chicago, Ill.; cause, shock from hemorrhage due to bullet wound in right side of head.	500.00
Maurice Lynch, financial secretary of Div. No. 260, for funeral expenses, death claim of John I. Henry, deceased, late member of Div. No. 260, Chicago, Ill.; cause, peritonitis, following septic appendicitis.	100.00
Mrs. A. B. Tucker, beneficiary, death claim of A. B. Tucker, deceased, late member of Div. No. 260, Chicago, Ill.; cause, shock and injuries due to bullet wound in head, self-inflicted with suicidal intent while despondent.	600.00
Mrs. Geo. Stackpole, beneficiary, death claim of Geo. E. Stackpole, deceased, late member of Div. No. 276, Stockton, Cal.; cause, pneumonia.	100.00

#### Disability Benefit.

John A. Failor, member of Div. No. 98, Akron, Ohio; cause, rear-end

collision, causing an injury to left leg below knee, a contused lacerated wound, also a contusion to left knee producing traumatic synovitis . . . . . 800.00

Total . . . . . \$11,600.00

#### IN MEMORIAM.

##### By Div. 228, Joliet, Illinois.

Whereas, the Divine Ruler has taken from our midst our beloved brother, Charles Clark; therefore, be it

Resolved, That we accept and humbly submit to the Supreme Command;

Resolved, That we extend our heartfelt sympathy and condolence to the bereaved family;

Resolved, That as a brother of ours we drape the charter for thirty days; and,

Resolved, That we send a copy of these resolutions to the Motorman and Conductor for publication, and that they be spread over the minute book of this Division.

GEO. E. BRERETON, Pres.

THOMAS HALLIDAY, Cor. Sec.

Nov. 26.

##### By Division No. 276, Stockton, California.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from among us by death, our esteemed brother, George E. Stackpole, and knowing that mere words cannot take away the grief from the sorrowing hearts of his dear ones, yet we feel that this expression of our heartfelt sympathy may soften their sorrow; therefore, be it

Resolved, That Division No. 276, in regular meeting assembled, extend to the bereaved family of our late brother, our heartfelt sympathy, that as a token of respect for our brother, the charter of Division No. 276 be draped in mourning for a period of thirty days, that a copy of these resolutions be sent to the family of our departed brother, a copy spread upon the records of this division and a copy sent to The Motorman and Conductor for publication.

Attest: GEO. A. DEAN,  
President Div. No. 276.

Nov. 8, 1914.

##### By Div. No. 540, Trenton, N. J.

Whereas, The Supreme Ruler has called to a higher life our beloved friend and brother, Albert Scott, who was an active, loyal member of Div. No. 540, Amalgamated Association of Street and Electric Railway Employees of America. His death causes us to pause and reflect in pleasant heart-remembrance of the manliness and exemplary character of our deceased friend and brother; therefore be it

Resolved, That while we cannot speak away the sorrow of friends and dear ones bereaved, in humbly submitting to the will of the Most High with the consciousness, that our loss is his gain, we do extend to the sorrowing family our heartfelt sympathy in their untimely loss of an affectionate son whose life was complete and dutiful in high minded, genial good will; be it further

Resolved, That our charter be draped for a period of thirty days in token of our respect for our deceased brother, a copy of these resolutions be transmitted to the bereaved family, entered upon the record of this division association and published in the Motorman and Conductor.

Dec. 7, 1914.

C. R. WILSON,  
J. FERGUSON,  
B. J. KINTNER,  
Committee on Resolutions.

## Edited by Local Division Correspondents

### PAY OUT-OF-WORK BENEFITS.

**Cincinnati, O.**—Div. 627's meetings of Nov. 19 were certainly hummers. We had about 1,300 at the two meetings. We had G. E. B. Member Ed. McMorrow present at both meetings. He gave a rattling good talk on general conditions existing throughout this country and Canada. After the afternoon meeting all the officers accompanied Bro. McMorrow and they paid a visit to Div. 628 of Covington, Ky., where they were well received, and Bro. McMorrow gave them a very fine talk. It was rather late when they arrived, but they found a large attendance waiting for them.

On the following Saturday night, Nov. 21, all the officers, accompanied by Bro. McMorrow, visited Div. 634 of the I. R. & T. Co. There, also, he received a hearty welcome. He gave them an interesting talk.

Would say that all the divisions are in tip-top condition and improving right along.

During the week of Nov. 16, on the advice of the arbitration board, a committee of the union met a committee of the company, and out of a total of 15 cases of discharged men, six were reinstated on their cars and two were given other employment. The rest of the cases were lost.

Electric heaters have been installed in the front vestibules of the Glendale cars. The men are well pleased.

Of the 77 men laid off last September, when the company changed the schedules and took off a number of cars, 35 are still off, but will in time get back. They are still getting the allowance granted by the union. Married men \$5.00 and single men \$3.00 per week. Is this the true spirit of unionism? We of Div. 627 believe it is.

We regret to announce the death of Bro. Harry Jordan, of the Avondale Division, who died Nov. 17. He leaves a wife, father and brother and a host of friends to mourn his death.

In my letter of Sept. 29, I reported the death of Bro. W. H. Daniels, Hyde Park Division. We all regret to see old "Dad" pass away. He died Sept. 12. He boasted he was "union" from the soles of his shoes to the top of his head. His example was good for others to follow if they would be true union men.

PANBY.

### COMPANY FORCED TO RETRENCH.

**Butte, Mont.**—Notwithstanding the martial law which obtains in this city and the turbulent conditions existing in Europe that has temporarily upset the industrial and financial situation and which in its prodigious scope penetrated to our relatively remote city, we are still diligently plodding on, performing faithfully the task assigned to us: an integral part of the world's work.

The effect of the war was felt immediately, and poignantly in the copper industry. Several large mines shut down and others partially suspended operation. The consequent depression in prosperity forced the Street Railway company to retrench as the number of people riding on the cars would not justify a continuance of the prevailing service on some routes. Men who felt secure in their regular runs a few months ago are now working extra, while a few of the last extras have for the time being found employment elsewhere.

The Seeling Butte, observation car, this year, was a failure financially insofar as the company was concerned. It was discontinued at least six weeks earlier than usual on that account. The number of tourists visiting here was comparatively small, the fair at San Francisco next year and the local labor troubles

undoubtedly being some of the contributing causes.

The Montana State Fair at Helena this year was free, apparently, from all the adverse influences which, both here and abroad, were and are sinking their tentacles into so many lines of endeavor. The attendance was larger than ever before, the weather ideal, and the exhibits unsurpassed by any previous efforts in that line by the people of the state.

It is not my intention, however, to dwell upon the exposition at this time, except as it relates to the street car men of this city and Helena. Some few days before the festivities were to commence in the Capital City, Mr. Callahan, manager of the Helena Street Railway Company, wrote to Mr. J. R. Wharton, manager of the Butte Street Railway, soliciting the aid of five reliable men in handling the crowds during the week of the celebration.

Bros. Walter Patterson, Wilbur Hoar, James Winter, Robert Miles and William Schmidt were the fortunate ones to be asked to fulfill the request. They stood the test with credit to themselves and the companies.

One of the brothers, in speaking of the trip, said: "We were treated royally by the Helena boys. They showered on us every attention as if we were Prodigal Sons, evidently ignoring the fact that we were paid servants, not favored guests."

At the last regular meeting of Division 381 the third international vice-president acted as presiding officer and filled the position with dignity and wisdom. After the routine business had been disposed of, Mr. Burt, at the request of the members, spoke for a few moments on the work of the Amalgamated Association, its aims and purposes. He clearly pointed out the benefits secured in better working conditions and higher wages through organization and identification with the international body. Mr. Burt paid a glowing tribute to the Helena local, praising them for their fidelity to a common cause and to one another. The visiting officer impressed us all with his striking personality, open sincerity and refreshing cheerfulness. May he come again and often.

Cor.

### ELECT OFFICERS DECEMBER 14.

**New Orleans, La.**—Oct. 10th the Annunciation Relief Association gave their annual ball. It proved a financial success. All present had a pleasant time.

The estimable wife of Bro. A. Coates died Oct. 12th, at 6:55 p. m., leaving Bro. Coates and two motherless children, a father, mother, brothers and sisters to mourn her loss. Bro. Coates and family have the sympathy of Div. 194.

Dec. 9th this division will hold nomination of officers. Election, Dec. 14. Each brother not working is requested to be at this meeting. Also obtain your card and vote for the welfare of your division. It is your duty and benefit.

Oct. 14 New Orleans had a style show on Canal street. All stores had their show windows dressed in up-to-date styles. Canal street between 6 and 12 p. m. looked like a carnival.

Brothers, try and give more of your time to your local by attending meetings. Get wise to what's going on. Do not wait for another brother to come and tell you.

The wife of our deceased brother, N. Kaul, who was buried about five months ago, died Oct. 25 at 4:30 p. m., leaving seven orphans to mourn the loss of both parents. May God bless and protect them, that their future may be brighter.

A. K. F.

## OLD FACES AGAIN.

**Saskatoon, Sask.**—The monthly meeting of Div. 615 was held in the labor temple on Sunday, the first of November. We were all pleased to see some of the old faces again.

If things keep on as they have we shall have all married men on the 615 cars. Bro. J. J. MacDonald took to himself the rib of a man, being that it is the long and the short of it. Bro. Hallam is doing the same trick this month. All the boys wish them good luck.

Bro. Wylie and Peeks, the conductors on the Avenue A stub, are swearing a little these days because they have to run up and down.

Bro. Hough and Farrell still keep smiling.

Bro. Tom Anderson got a severe kicking from a kind of a man who will be tried in court for the offence and I will give a full report in my next.

The University boys have it in for Nos. 49 and 77, so keep a look-out.

The nomination of officers took place and it is very pleasing to see some others after the officers' places. It shows that the boys are taking more interest. Bro. Haskin is giving up the financial secretaryship. We all appreciate his past services.

I am very pleased to be able to state that Bro. Moore has his wife back at home after a severe and trying illness.

Bro. Tindale received the bad news stating that his father had passed away.

Bro. Coventry has been made a corporal in the Fusiliers if he gets ordered away. What will become of she of the 200 pounds?

Bro. Teed and family are away on a vacation. Bill is doing some shooting.

The spare men of 615 are forming a secret plan to blow up the system killing scores of the regular men so they can get a job. The bombs will be thrown by Hamer and Coy, who will hammer them, and the remains will be placed in a dipper by Dicker and Coy.

W. C. D. is expecting his better half.

SPARK.

## FIGHT CONTINUES.

**Stockton, Cal.**—For the past several months Stockton has been the seat of a bitter industrial war. The Merchants, Manufacturers and Employers' Association seem determined to crush organized labor to the detriment of all business interests and to the fair name of our city. On the other hand, organized labor is determined to maintain the conditions gained by years of constant labor, and are putting forth a splendid fight.

Div. No. 276 is enjoying amicable relationship with all three traction companies with which we have signed agreements. All members should be loyal to the organization and to the companies who are treating us fairly, and be careful not to invite trouble.

At the last regular meeting, President Dean reported eight applications for membership.

The members were all shocked at the sudden death of Bro. George E. Stackpole.

Bro. Bowman is recovering from a painful accident sustained while boarding his car at the Santa Fe railroad crossings.

Bro. Wallace remains on the sick list.

President Dean visited International Officer Bro. Cornelius, confined to his house, but very much interested in all matters relative to the welfare of the Association.

Our members enjoyed the visit of Bros. Scott, Bowbeer, Brown, Slattery and Labowsky of the Oakland Division, during the convention of the California State Federation of Labor, to which they were delegates.

There is considerable speculation among the members concerning the newspaper publications relative to the Stockton Electric Railway Company acquiring the Central California Traction Company's property.

It would be gratifying to the officers of our division to see more members at the meet-

ings. Turn out boys and help fill the hall as that is the place to tell all your troubles and not on the street corner as Stockton has a great many good listeners of late. COR.

## AWAITING ARBITRATION AWARD.

**Providence, R. I.**—Division No. 618 of Providence, R. I., is still on the map, but owing to the fact that our division has been busy making history for the past few months we have not been heard from in the columns of The Motorman and Conductor. We have just gone through an arbitration proceeding in order to secure the reinstatement of two of our brothers, and at this writing we are anxiously awaiting the decision. This being the first case of arbitration that we have experienced, interest ran very high among our members and regardless of what the outcome may be the members will feel that through organization their interests are taken care of as they never could be under conditions that existed previous to the inception of our division.

We feel very much elated over the showing of our members in the Labor Day parade. Over 1,200 members, including every craft in our division, were in line. We received a grand ovation everywhere along the line. The result attained amply repaid the boys for the many days spent in preparation for the event.

In relation to the arbitration case referred the chief characters of the piece, and who is considered by our employing company to be one of the bright shining lights of the spotting or secret service force. While in our locality he used the cognomen of William C. Gillette and is usually accompanied by a female who is known as Mrs. Henrietta Winnock Gillette, whose stock in trade consists of a very convenient memory. It was subject to many changes under the severe lashing of our attorney, Bro. James H. Vahey, of Div. No. 589, Boston, Mass. We will endeavor to supply you with the photo of Mrs. Gillette for the next issue of The Motorman and Conductor. Look them over carefully boys, it may be to your interest later.

Common sense teaches us that the only way to protect ourselves against the machinations of such people as those referred to above is by concerted and united action on the part of our divisions by making the matter public through the medium of The Motorman and Conductor.

Most of our barns have completed their selection of runs. The present choice of runs will cover a period of eight months.

Little Dan Cupid has been very busy among our members during the past few months, with the result that some of the rounders are staying at home nights, sitting close to the fireside.

Some of our members do not seem to realize what is expected of them as members of a trade union. Remember, boys, that there are two sides to every question. You have your duty to perform, both to your employer and to the public, and you should do your work even better under union conditions than you ever did before. Become imbued with the spirit of co-operation, boys.

Our regular meetings are still being held on the first and third Thursdays at 8 p. m. and 1:30 a. m. It means only a few hours each month to you. Get to the meetings and air your troubles there. Remember, you will never get any place by street corner or lobby meetings.

What's the matter with the night men these days? We used to have large delegations present a few months ago, but now the showing is very poor. Get together, boys, as you used to, and come in a body. You were there in the beginning. Are you going to leave the work you started so well for others to do now? Get wise. C. D.

## DETROIT DIGEST.

Div. No. 26 held her regular monthly meeting Saturday evening, Dec. 5, with President Stanley Anderson in the chair.

State Labor Commissioner James V. Cunningham was present and gave a few words of good cheer.

Secretary Charles Mackey rendered his financial report, showing a balance in the treasury of over \$20,000.

Business Agent Garrett Burns' report showed that in the last three years, during his administration as business agent, he had submitted to him for adjustment the cases of 743 discharged men. Of these, 43 cases were dropped by the executive board after final investigation. One hundred other cases had no redress and in most of them the dismissed employees never returned to the local office to learn anything of the disposition of their cases, showing that they, themselves, expected the offenses against them were sufficient for their dismissal. Six hundred cases were reinstated.

The local extended a standing vote of thanks to Labor Commissioner Cunningham for his intercession in securing the enclosures of the rear platforms of the cars operated on the three cent lines.

A representative of the Glove Workers' Union was introduced, who made an appeal for aid for the striking glove workers at Gloversville, N. Y., stating that hundreds of families are destitute. The strike was entered last August to enforce an increase in pay. A motion was made by Bros. Herbert Gee and Clyde Brooks to appropriate \$50 to assist the striking glove workers. The motion was amended to \$100 and carried as amended.

Bro. Hugh McClintock submitted an amendment to the by-laws to provide for the election of delegates to the International and State Federation of Labor conventions by Australian

ballot. The chair referred the amendment to the next meeting for second reading and action.

Business Agent John Steele of the Coast Seamen was present and addressed the meeting upon the Detroit Labor News, citing that the subscription of the members of Div. No. 26 had expired. He urged a renewal of subscription. It was moved by Bro. Wm. Hallean that the Division subscribe for a further six months. Bro. Wm. Jones supported the Hallean motion and it was carried. The street railway men of Detroit were the actual financial inceptors of the Detroit Labor News.

Under good and welfare Bro. Dennis Cronen delivered a most interesting address to the members upon the principles of unionism. He urged a closer unity among the members in the affairs of the Association, in which each should take a special interest in the other and live up to the full meaning of helpful brotherhood.

Bro. Hugh McClintock made an appeal for assistance on behalf of Bro. Silas Buxton, who had met with the misfortune of several weeks enforced idleness in caring for a sick daughter whose death had occurred. A motion prevailed appropriating \$100 for the assistance of Bro. Buxton.

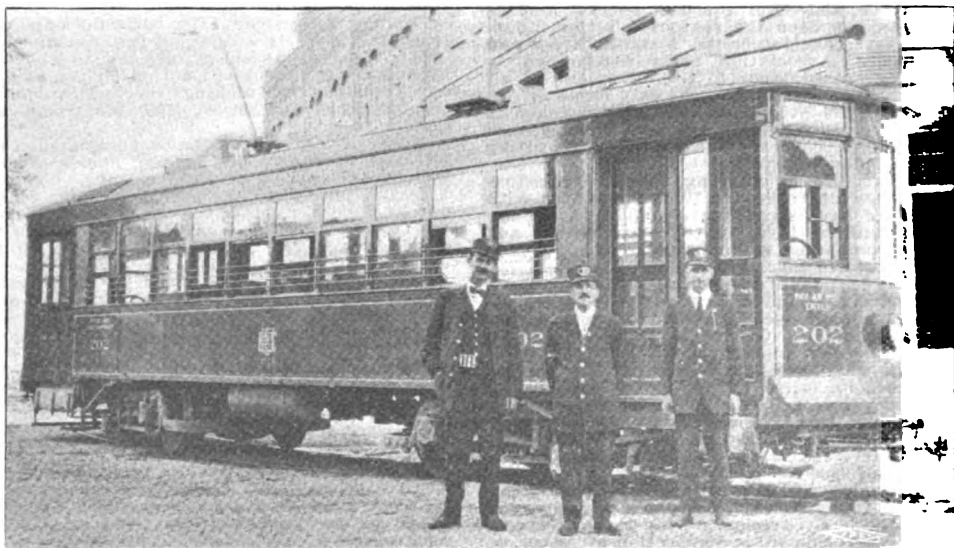
SORG.

## DESIGN EXTRA ATTRACTIONS.

**Kankakee, Ill.**—Div. No. 611 designs to have extra attractions at her next meeting. Election of officers for the ensuing term will occur. Bro. Paul Burch will entertain with a Highland fling. Bro. Nig Turner will pass up Crab Orchard for the evening and be present. Bro. Cunny Bryan will contribute by his presence. We will sure have a good meeting.

Bro. Wm. Wendle has received the appointment of general manager. He has our good will and best wishes.

Our president is very busy these days lining up for the first of the new year. T.L.D.



Type of car on West Dubuque line, Dubuque, Ia., operated by members of Div. No. 329. From left to right, in the picture, appear Bros. J. Lassance, J. Riley and C. Bordeaux. Bro. Riley is the oldest man in point of car service in the employ of the Dubuque company.

## RE-ELECT OLD OFFICERS.

**Des Moines, Ia.**—Well, 441 is busy again after missing out one month. We haven't been asleep. The election, franchise, and Billy Sunday have crowded everything else out.

Several of our brothers are on the sick list. Some are seriously sick.

Our last meeting was well attended. It looked good to see so many there.

Our officers were elected without opposition, showing again the confidence we have in the men we have chosen to lead us.

President Clark made a talk to the boys upon being unanimously elected and made a strong appeal for a better attendance.

"Ye Scribe" thinks that we haven't used President Clark just right to continuously elect him and then not have enough members at the meetings for him to preside over. Surely no one can say that President Clark hasn't made a good officer. He is always willing to go down the line for any of us. We owe it to him, if not for our own good, to attend the meetings at least one night each month. Let us try it, boys, the rest of this winter and see to what limit that old man will go. Just a little encouragement to be an officer, and don't forget, Wiley needs this support as well as Brother Clark. As his position is different, Wiley will do just as much and will go just as far, and it's worth it to any of us to go to the meeting just to hear his report if nothing else.

Div. No. 441 has lost one of her oldest members by the death of Bro. John Hamilton, who was the oldest man in the employment of the company. "Uncle" John was popular, always pleasant to meet even when he was feeling his worst, and a man whom any of us may choose as an example and not make a mistake. He was the first member of our local to draw the limit in the International Funeral Benefit.

Bro. Harry Graves, another of our members called by the grim reaper, will also be missed by us. Bro. Graves was true blue, a man you could not help but like for his good qualities and clean life. Div. No. 441 wishes to bear a part of the bereavement with Mrs. Graves as we feel that we lost as good a brother as she did a husband.

The question of seniority is again up and here is hoping that it will be fixed this time so every one will be satisfied.

As often as the brothers have seen the benefits of the Local Funeral Relief, I can't conceive why more do not take advantage of it. It might be the very means of laying them away and a little ready money comes in handy at such times.

Our band is giving a dance Dec. 27 to raise money to defray expenses of the band and orchestra. They will also give a dance on Dec. 4 and from time to time during the winter. Watch for the announcement.

COR.

## COLGAN DRAWS BIG MEETING.

**East St. Louis, Ill.**—The attendance at the special meetings of Division 126, held Nov. 4th, when we had with us International Executive Board Member J. C. Colgan, who had been sent for to settle a dispute over seniority rights, was so large that we had to borrow about 30 benches to seat the members. Now, how is it, that we always have such a large crowd at these special meetings, and at our regular meetings there are times when we have barely more than a quorum? Is it any wonder that our beloved president, Bro. G. W. Cross, is sick, and do you know that to a certain extent we are responsible for his present condition? You will ask, when you read this, "In what manner are we responsible?" I'll tell you. Bro. Cross is the most conscientious man on the job and takes everything to heart. It hurts him to come to meetings, time

after time, and only enough of you present to transact business. Then, when something goes wrong, some of you say, "Cross is too easy." And when some get discharged for gambling, drinking and hanging around the saloon all night, and the Executive Board don't get them reinstated, who gets the blame? The president, of course. Had these same fellows attended some of the meetings instead of hanging around saloons, they would have heard Bro. Cross time after time not only warn but plead to the men to stop gambling and drinking, as the company would not put up with such men.

Beginning at our next meeting, Bro. Friend is going to check the members that attend the meeting, and at the end of three months I am going to have the names of all of those that have not attended two meetings in these three months in the Motorman and Conductor. We owe it to our Association, and to all of the officers of our local, and in particular to your president, and, boys, you all know that if there was ever a square and honest man, and the one that wants to do right by all of us, that man is your president, and you ought to be proud to have a man of his caliber as your president. The way we can prove to him our confidence is to attend the meetings and help conduct the business of the local.

Our delegates have returned from the State Convention, held at Peoria, and report the largest and most progressive convention ever held.

We hope that the next time Bro. Witt goes duck hunting he won't fall in the lake.

Why don't you wear your monthly button, Bro. Coffman?

Bro. Deal has a bad habit of sleeping at the meetings.

Bro. Rowland took a hunting trip and is going to sell his gun.

Bro. Lynch still loves the girls.

Bros. Patterson and Siegel are back on the job after a long siege of sickness.

The ball committee is working hard to make the annual ball a grand success.

We hope that when this issue reaches you Bro. Cross will be back on the job, as well as the balance of the sick members.

It is now possible for every member to buy all wearing apparel containing the union label. There is no excuse for a union man to be without the label from the top of his head to the soles of his feet, and when you have finished your earthly career you can also buy a casket with the union label, made by the Western Casket Co. of Chicago, the only firm that has the union label on all goods made by them. At present they have a display of these goods at the show rooms of M. J. Walsh, 332 Collis avenue. You are urgently requested, when you or your friends are in need of these goods, to give this firm a trial.

SCRIBE.

## MEETINGS WELL ATTENDED.

**Bridgeport, Conn.**—The November meeting of Div. No. 453 was fairly well attended. Our next meeting will be held on the first Thursday in December, sessions beginning at 8:45 p. m. and 12:15 after midnight. It will be an all night meeting at which nomination of officers will take place.

Bro. McDowd is now ensconced in his new home where he has ample grounds upon which to raise chickens.

Bear in mind that Bro. D. Greenbaum is now selling union label shoes.

Several members were married during the month. Some forgot to pass the cigars, even though plentiful. I mean the cigars. However, all have our best wishes.

Our dance committee is entitled to special mention in the preparation of the dance program.

Bro. Wm. Coley and wife are the proud possessors of a new nine pound boy. Congratulations.

Digitized by Google W. O. C.



# INTEREST IN ELECTION.

**Albion, Mich.**—Div. No. 362 is in a position to report progress.

The immediately most exciting interest within the local is the annual election of officers. There are some spirited contests. Our present president declined re-election. The nominees are ex-President George Hoyt and Executive Board Member Chas. Wagner. Both are experienced men in the affairs of the Association and with the election of either the local is assured of a devoted and efficient president.

Candidates for vice-president are Brothers John Brown, George Stoddard, John Walters and Earl Webb. There are two vice-presidents to elect, one from the eastern and one from the western division.

Nominees for financial secretary are C. L. Carrier, F. McKibban; recording secretary, R. Peters, L. Clark; treasurer, J. Carpenter, C. L. Carrier, F. Moore; correspondent, R. DeKay, J. Horton; conductor, Joe Marquis, R. L. Thornton; warden, S. Beltry, H. Scherer; sentinel, D. Barnes, F. Chubb; delegate to International Convention, R. Peters, Chas. Wagner; delegate to State Federation of Labor Convention, E. Webb, W. Wedel; alternate delegate to International Convention, Chas. Brownell, E. Webb; joint advisory board, two for election, S. Brown, George Hoyt, J. Walters, E. Webb; executive board, six to be elected, S. Brown, R. Choate, R. DeKay, M. Heaton, George Hoyt, Wm. McConnell, R. Peters, F. Cheffield, George Stoddard, Chas. Wagner, J. Walters and E. Webb.

Cor.

# OBTAIN SHORTER WORK DAY.

**Charlestown, S. C.**—Div. No. 610 consummated a new agreement with the employing company under date of Nov. 14. It takes effect from Nov. 16.

Realizing the conditions of the country and the fact that we are yet young in the business, we made what we believed to have been the best of our opportunity. We had before us the question of getting working conditions or wages. We sacrificed the wage for the improved working conditions. I believe we will not regret it. Heretofore we have been working 11½ to 13 hours per day without relief for meals. We ate when passengers were not looking and that on runs of 20 and 25 minutes running time with a change of trolley and handles at each end. Under our new agreement we have a nine-hour system. Early runs will be completed by 4 o'clock P. M., where before the earliest extended to 6:50 P. M. The change has extended employment to 30 more men. It has added 15 crews. This is not a bad thing during this period of unemployment. It is where organized labor is a benefactor by extending employment. These men were walking the streets of Charlestown hunting for work. This is in line with a policy that, if pursued to the limit, would afford employment to every idle man in the United States. Increased wages would follow.

Our new contract has 25 sections. The old one had 5. Under our new contract time and one-half will be paid for all work over regular runs. This is an increase in wages. We are also paid 9 hours for all runs under 9 hours. These two features alone mean much more money to us and we cannot say that we did not get an increase.

We cannot omit paying a compliment to Brother J. P. Graham, formerly of Div. No. 85, Pittsburgh, Pa., and we feel that Div. No. 85 is entitled to some good will from us for the training Brother Graham has received in that local. The frequent references of Brother Graham to Brother Thorpe of Div. No. 85 and his methods showed us that we were having something of the guidance of the Pittsburgh local in getting our splendid agreement.

Thanks to Brother McBride for interesting Brother Graham in our agreement work so soon after he arrived among us.

We presented Brother Barry with a handsome pipe in appreciation of his aid rendered us upon our contract work.

Brother Orvin presented each member of our committee with a solid gold stick pin in appreciation of their work upon our agreement.

Brother Graham was the recipient of a "trolley car" for the use of our mascot, little Miss Graham.

Our contract was signed with gold pens, purchased by President P. H. Gadsen of our company. One of these pens was presented to Div. No. 610, while the other went to Superintendent Passalalgue.

Brother Foooshe is dealing in cotton. Some broker.

Brother King shines with his red necktie. Murphy weeps.

Brothers Atwood and Dilloshaw are fourth done.

Brother Mosley is still on the newspaper special.

Brother Stiles is passing the cigars. It is a girl.

Holeburg with the S—on the Navy Yard. Some lawyer.

CHARLESTON.

# GOOD WAGES EFFECT SERVICE.

**New Haven, Conn.**—Div. No. 281 has held her annual election of officers. Officers elected were: President, T. Reilly; vice-president, F. Maher; recording secretary, G. Kennedy; financial secretary, J. Lynch; treasurer, D. McKay; correspondent, C. Fender; warden, M. Stackpole; sentinel, W. Hussey; executive board, T. Reilly, W. Boylan, M. Breen, H. Gartland, J. Looney, T. McMahon; joint conference board, T. Reilly, D. McKay; delegates to Trades Council, D. McKay, H. Gartland, Chas. Fender, A. Merrill and J. Conway.

Getting defeated for vice president left no bad taste with Brother David Curran. He gave us the banquet just the same. Some sport is Curran.

The compliment paid to the police department by their chief because of efficient service in handling 70,000 spectators at the Yale-Harvard football game, Nov. 21, presumably means a raise in the policemen's salaries. Such compliments are won through efficient service of men obtained through good wages. It is an explanation of the deserting of street railway service to join the police force on the part of so many of our first class trolley men. Let us hope the wage will some day be sufficient to induce trolley men to stay on their jobs.

Many regret that Brother Michael Whalen refused a re-election as president. He demonstrated that a man for such a position should be economic and faithful to his followers. He retired from office with the confidence of every member and a high appreciation of his service.

Our next meeting will be held the second Friday in January. Cigars and a light lunch will be served. It is expected that an International officer will be present and it is hopeful there will be a good attendance.

C. P.

# EXTEND CONGRATULATIONS.

**Shamokin, Pa.**—Div. No. 641 is making fine progress.

On the 4th of December, when Brother Harry Bixler returned from his work, he found that while he was away he had had a visitor. The grand old bird had called and left him a present of a fine, ten pound baby girl. Brother Bixler is passing cigars. Congratulations.

We wish all members of the Amalgamated Association a Merry Christmas and a Happy New Year.

### HAMLIN FOR COMMISSIONER.

**Jackson, Mich.**—A meeting of the Joint Advisory Board of the Michigan United Traction locals convened in Jackson, Nov. 24. There were present Chairman Fred Hamlin and Clarence Challenger of Div. No. 111; J. P. Clarke and Wm. Houghtaling of Div. No. 333, Battle Creek; E. N. Middleton, G. F. Currier and George Bouke of Div. No. 343, Kalamazoo; Walter Wedel, George Hoyt and John Walters of Div. No. 362, Albion; Herbert Chamberlin and Emmet Layden of Div. No. 563, Lansing and Owosso.

The meeting was called to order by Chairman Fred Hamlin in Trades Council Hall at 10:30 a. m.

The chair reported upon the Mahrle arbitration case, submitting the basis of settlement outlined in conference with Attorney Sanford Ladd of the company. The Board instructed Chairman Hamlin to have arbitration proceedings in the case deferred to await definite development in the conferences with Mr. Ladd. This is a case of contention relative to compensation for injury sustained by Memoer Mahrle of the Jackson local more than one year ago. The case has been long up for arbitration.

A conference was held with General Manager J. F. Collines relative to employment upon the Michigan Railway line of which he is general manager. As a result of the conference the matter was deferred for further consideration.

Grievances to members of the Albion and Battle Creek locals were taken up in conference without definite determination.

President Fred Hamlin of Div. No. 111, Jackson, is a candidate for City Commissioner, vote to be taken Dec. 8. We are hopeful of his election. Cor.

### A FITTING TRIBUTE.

**Niagara Falls, N. Y.**—Two special cars were run to the Buffalo Bradway Auditorium on Nov. 18, 1914, for the convenience of members and friends of the Niagara branch local to attend the big dance held in Buffalo on that date by Div. No. 623. A splendid time was enjoyed and our Buffalo brothers are to be congratulated.

At a special meeting held Nov. 30, 1914, for nomination of officers for Div. No. 623, President Frank O'Shea was renominated, a fitting tribute to the remarkable progress our local has made under his administration.

Bro. Chas. Riemes has returned from his hunting trip in the Adirondacks. His quarry that he brought back and which speaks for his success included one deer, one bear and several squirrels and pheasants.

Bro. Sam Bennet has returned from his hunting trip with several pheasants.

Bros. Nessie Carr and McGonchie have joined the ranks of the benedicts and have returned from their honeymoon trips in different parts of Canada.

Bro. John Parker, candidate for first vice-president of the Niagara branch of 623, is having sharp competition, if bets of \$5 to \$2 by Ticket Agent Jim Hurst on Bro. Dixon signified anything.

Bros. Wm. Gasaway and George Wilson are each raising a mustache. Cor.



Members of Division No. 627, Cincinnati, O.



**BRO. M. J. CAVANAUGH,**  
Pittsfield, Mass., Councilman.

**PRESIDENT IS CITY COUNCILMAN.**

**Pittsfield, Mass.**—In this number I am supplying a picture of our worthy president, Bro. Maurice J. Cavanaugh, who has been re-elected for the year 1915. This is his third year. He is also one of our city's councilmen. Bro. Cavanaugh has done good work for Division 496. It is hoped that every brother voted his conviction and will rally to the loyal support of the officers elected for the year 1915. If you want something done for you, come to the meetings, take part and let your wants be known.

Bro. D. J. McCusker was taken to the House of Mercy Hospital, October 26th, and operated upon for appendicitis and gall trouble. He stood the operation well and at this writing is improving at his home in Great Barrington.

Bro. Howard Hawkins has the sympathy of the members in the loss of his loving wife.

Bros. Sewell, Nailor, Koch and P. W. Richmond have all got through for the company. Some of our brother members have been layed off around at the different barns on account of cutting down the barn fences, as the company is trying to curtail expenses.

Bro. Geo. Munson has the sympathy of the members in the loss of his dear brother, who died at the House of Mercy Hospital.

A pleasant smile and a Merry Christmas greeting costs little and will make the honest giver as happy as the recipient. Div. No. 496 extends greetings of the season to all sister Divisions.

The company just had a new dump car arrive a few days ago.

Let us remember that better service is rendered the public where a cordial feeling maintains between the platform men and the office force or management.

496.

**JOIN HOME GUARDS.**

**Peterborough, Ont.**—Div. 622 is going along nicely. There were a few breaks made by the change of runs which occurred Nov. 13. Some of the joy riders experienced some difficulty in locating their ideal. Two ladies landed their prey about the same time, each decor-

ating a back seat of a p-a-y-e car. You can have some idea of where the conductor was. The appearance of a Zeppelin over London would be tame to look at compared with the trio.

Many of our boys have joined the Home Guards.

The real estate business is froze up. Participants are looking for winter quarters.

It has been suggested that some of the men running on the Charlotte street line start earlier in the morning to avoid delaying traffic. Neither Maggie nor Martha are holding up the schedule this time.

A book is being compiled by Mr. T. G. Owen under the auspices of Div. 622. It is to give publicity to wholesale and retail merchants, factories and other manufacturing concerns, views of prominent places and time tables of the G. T. and C. P. Railways. A schedule of the Peterborough Radial Railway will be a feature, as will a birdseye view of the old standbys of the local. I understand the book will be out for Christmas.

It has been said that the eight-four men get a day run. The blame is laid at the door of a few ladies.

Cor.

**BRO. COLGAN AT GARY.**

**Gary, Ind.**—A meeting of Div. No. 517 held at 1 a. m. Oct. 31, had a good attendance. International Officer J. C. Colgan, of Chicago, was present and untangled several knots that were bothering us.

Bros. C. C. Metsker and B. H. Weber were granted withdrawal cards. They are now holding official positions as train master and assistant trainmaster, respectively, and are always at the front when we wish an accommodation.

Bro. O. H. Mead has a new roommate. We extend hearty congratulations.

There have been several of our brothers getting married lately. Bro. Frank Backe is among them. Who is next?

Bro. J. E. Wilkins, of Valparaiso, is nursing a sprained ankle. Dr. Hamilton recommends "snake oil."

Bros. Glover, Hart, St. Peter and Lawrence have taken a "move."

We would like to hear how Bro. Tess is getting along with the kraut business?

Bro. Wm. Woldt is getting along nicely. He is able to sit up a great deal and we hope he will soon be able to get out on crutches. Although he is suffering very much he has the same old smile. He is at his home at 2172 Jefferson street. Call to see him, boys.

Thanksgiving day came again and we had many things to be thankful for.

We wish all a Merry Christmas and a Bright, Prosperous New Year.

517.

**CHAIRMAN SINCLAIR AT TRENTON.**

**Trenton, N. J.**—Div. No. 564 reports progress.

Ex-President Edward Kenny recently returned from a very successful hunting trip. The game he brought back has inspired many a Trenton nimrod with an ambition to take the same trip.

Conductor Joseph Feo is dropping off at Byard Lane on frequent visits to Princeton.

G. E. B. Member Magnus Sinclair was with us a few days during the week of Nov. 8. He did very efficient and satisfactory work in our interest during his stay with us.

At a recent meeting, Bro. H. R. Stradling was elected recording secretary of the local.

## TAKING IN SHOP MEN.

**Oakland, Cal.**—Div. 192 of Oakland, Cal., sometimes referred to by members of the General Executive Board as the "Beacon Light" of the Pacific Coast, is in a prosperous condition, and still on the improve. We now have a membership of about one thousand and fifty and are adding to it every meeting as can be seen by the initiations that take place and the applications that are coming in. We still have a few men who have been in the employ of the company for some time, who do not belong to the organization. They are what any fair minded man would call parasites. They would rather live off the fruits of their fellow workers labor, than get in and do a share of the work themselves, never recognizing the fact in their own shallow minds, that in unity there is strength.

Now brothers let us all who can, attend the meetings, and put our shoulders to the wheel and help build up this organization, as the saying is, as strong as the rock of Gibraltar.

Bro. W. J. Hooper, one of our veterans and a regular attendant at our meetings, is on the sick list.

Bro. Ben Bowbeer is busy organizing the shop men and is meeting with satisfactory results.

Bro. Peru our recording secretary (better known as Pee Wee), has signed up on the Shattuck avenue line. I guess that 40 minutes spot on the stool looks good to him in his old age.

Our social annual dance proved to be a success, in spite of predictions to the contrary. Had the members of the division taken the interest in the dance this year that they did last year the results would no doubt have been even better than last year. The work of the dance this year was practically all done by Bros. Schwingen, Bird and Meyer. They worked unceasingly and are deserving of great praise for their untiring efforts. The Hall was well filled and everybody seemed to enjoy themselves every minute of the time. The grand march was led by President R. J. Scott and wife, who did the honors to perfection. Our Superintendent, J. P. Potter, participated in the grand march and enjoyed himself dancing for several hours. There were also present all the leading candidates for county offices, they being introduced from the floor by Bro. Schwingen, chairman of the dance committee.

The enclosed photograph of the committee is considered by the division to be a perfect likeness of each one, and we also believe that they are hard to beat either in looks or work.

Div. 192.

## SPOTTERS AT WORK.

**Utica, N. Y.**—As an indication of the progress of Div. No. 522 we report marriages of Bros. Sam Sprague, Dan Dawson, Walter Williams and Bud Howard. They are receiving congratulations.

Bros. Sidney Staley and E. B. Martin have increased the population of Utica.

Div. No. 522 is approaching election of officers. Nothing is more important to the life and progress of an organization than the election of officers. Everything with us points to the election of our present president and business agent. They have been successful and have their past experience as an advantage in future work.

The coming of snow assures added work by the introduction of snow plows.

Visits of some of our members to the office discloses the fact that spotters have been riding our cars. Some have been dismissed by the boss, among whom are those in whose

cases we believe he has been misled by the reports he has received and we hope to straighten those cases out all right.

522.

## A SEVERE LESSON.

**Trenton, N. J.**—Our company has re-engaged our former manager, P. E. Hurley. We are pleased to welcome him.

Bro. John Gunning has been reinstated to his former position.

The sympathy of Div. No. 540 is extended to Bro. Wm. R. Galbraith in the death of his late estimable wife.

Bro. Brown, suffering for some time from poor health, has returned to work.

Bro. Hageman has purchased a money changer.

Bros. George Dalton and James Murphy have entered married life. Congratulations.

Bro. Gillen has secured a patent on a phonograph.

Bros. J. McDonough and Hendershot suspended themselves for one year from the sick and death benefit features of the association through non-payment of dues. This is rather of a severe lesson and suggests a warning to others to keep their dues paid up.

Mrs. Silas Perkins recently presented Bro. Perkins with a new ten pound son and they have our congratulations.

540.

## GOOD SUPPER BROUGHT RESULTS.

**Danbury, Conn.**—At the meeting of Div. 269, held the third week of October, fifty out of sixty members were present. A good supper brought results, as at our November meeting, held the 13th, but twenty-six were present. A motion prevailed to increase the fine for non-attendance to one dollar.

At our last meeting President Samuel Everett reported from the Joint Conference Board. His report was favorably received. Officers were nominated for the ensuing year.

The detective work done by ?, when the inspector was making the time on the one man car, has Sherlock Holmes beaten to a frazzle.

Brother Parsons, our wheel of fortune man, raffled off a brood of ducks, won by Brothers Moore and McCarty.

Stools for motormen on all double truck cars, granted by our general manager, is the result of the effort of our executive board.

Brother Walter Sanders has retired from the service. Our best wishes go with him.

Div. 269 reports all members in the best of health.

COR.

## ARBITRATION BOARD CREATED.

**Brockton, Mass.**—After more than three weeks of daily conferences the Bay State Street Railway and the members of the various locals throughout the northern and southern Division of the company have, through their representatives, selected District Attorney Joseph C. Pelletier of Suffolk county as the arbitrator, to complete our wage arbitration board. The other members of the board are Henry E. Reynolds, assistant general manager of the Bay State Street Railway selected by the company, and the Hon. James H. Vahey, of Watertown, appointed by the Association. Hearings will begin about Dec. 17, and will likely be held in Boston. The award will affect about 5,000, including motormen, conductors, shopmen, express office employees.

# PRESIDENT CANDIDATE FOR ALDERMAN.

**Woburn, Mass.**—President McGusker of Div. No. 473, has the nomination for alderman-at-large of Woburn and it looks favorable for his election. At our recent nomination meeting he declined the nomination for re-election as our president. This we regret, as he has made us an excellent president. About his first service as our president he secured the reinstatement of a member who had been dismissed from the service some eleven months. Under his administration our local had an unprecedented period of prosperity.

Bro. W. J. Murphy will be our next president. He has the full confidence of all our members.

Our wage scale is up for arbitration. Arbitration seems preferable to the wage offered by the company. It is also presumptive that the company prefers arbitration to granting the 35c we asked. Yet we think that rate is little enough for the work.

Bro. Stearns is authority for the statement that Bro. E. E. Parker has been assigned to the snow plough.

The stork visited the home of Bro. E. E. Clarke and left a bright baby girl.

Bro. Prairie and bride are on their honeymoon trip through New York state.

Cor. 473.

# NEW AGREEMENT SECTIONS IN FORCE.

**Lawrence, Mass.**—The splendid attendance at the special meeting early in November to act upon the proposed new agreement between the Bay State Company and its employees, shows the keen interest our members are taking in the matter and it is very gratifying to note that Local 261 went solidly against accepting the offered increase of our wages. It probably looked big to some of the members of our sister locals, but it did not look that way to us. Now that the wage question has gone to a board of arbitration, let us all stand ready to give our assistance to G. E. B. Member Fred Fay, who is putting up such an able fight for us.

The members of our local cannot understand why one of our members was refused admittance at a special meeting of Lowell local No. 280, called to act on the new agreement, especially when the brother had a paid-up working card in his possession. We do not want to believe that the presiding officer was trying to discriminate against one of our members, and it is to be regretted that he did not read Section 140 of our Constitution and Laws. Perhaps the Lowell correspondent can explain this matter to the satisfaction of the members of Local 261.

Some of the articles in the working conditions of the new agreement that have been accepted and are now in force, are proving a puzzler to some of us. We shall have to read them over more carefully to get their true meaning.

Congratulations to Bro. Wright who has just returned from his honeymoon trip. It was all right for him to get married and it was all right for him to slip away quietly, but it was not right for him not to write to us and let us know about it.

Our genial Vice-President, Bro. Keough, slipped away quietly last week and told some of the boys before he left that he was going deer hunting in New Hampshire. He brought the deer back with him all right, but I reckon it was the same one he took along with him. Congratulations, Bro. Keough.

Bro. Pelkey and Bro. Card have the sincere sympathy of Local 261 in their sad bereavement. The loss of a mother and father is a hard blow, but it is one we must all bear.

Preparations for our annual ball are all perfected, and we are looking forward to a grand

time. The committee has assured us it will be the banner one, and on the night of Dec. 2 we will all be there. Dutchy.



**PRESIDENT HERB. CHAMBERLAIN,  
Div. No. 563, Lansing, Mich.**

In Michigan locals of the Amalgamated Association are all at par in standing and all of them are progressive, old established Divisions of the Association. The last local instituted in Michigan was Div. No. 563, Lansing, the present president of which is Bro. Herb. Chamberlain, the subject of the above picture. The local was instituted May 29, 1911, more than three and one-half years ago, upon a railway system upon which, for years, the employes of the other branches were organized in four other locals. The Lansing local was the fifth. The five locals are Divisions Nos. 111, Jackson; 333, Battle Creek; 343, Kalamazoo; 362, Albion, and 563, Lansing. In matters of general interest, these various locals are directed by a joint advisory board. Bro. Chamberlain, with Bro. Emmet Layden, represents the Lansing local upon the joint board. One of the recent accomplishments of Bro. Chamberlain was the successful conduct of an arbitration case which returned a member to employment who had been dismissed several months previous. Bro. Chamberlain stands six feet two in stature and is of athletic frame. To his prepossessing appearance is added his genial nature and few officers rest more confidently in the affections of those they represent. His business methods in dealing with the affairs of the Association and his respectful attitude towards the officials of the employing company adds much to his natural powers as an executive officer of the Association.

## A RECORD ATTENDANCE.

**Quincy, Mass.**—Meetings of Div. 253 are crowded lately. Every member not working has been showing up punctually, and the attendance is a record for this Division.

The men are now running on their winter schedule. Some of the extra men were obliged to pick 4 hours, while others are sitting around the lobby from a. m. to p. m. and get less. The regular men are sticking tight to what they have and very few loafed Thanksgiving Day. The old war cry is still going round—"We need the money."

Things are going strong in the line of married bliss. Our brothers, John Murphy, "Eddie" Hodge and "Billy" Bock, have joined hands and taken the responsibility of getting tied up. Good luck, boys; but the cigars have been very conspicuous by their absence—have a heart.

Bro. Gould had a couple of days off sick.

The new agreement is understood to be well under way, and we will all be pleased to hear good news soon. We have other brothers waiting to get married, but they are waiting to fix up definitely on the 35c per.

Work is rather quiet for the "extra" men. Sherman was right, but "bucking the list" is a darned sight worse.

## Things We Hear.

That snow will be welcomed by the "extra" men.

That Bro. Troupe loafed Thanksgiving night.

That the due collector would like to hear from the brother in Baintree C. H.

That Bro. Craven's case has been "dropped."

That So. Braintree men would appreciate a change of foremen.

That Bro. "Louie" Leavitt is equipped for the winter.

That Bro. "Herb" Tate has got a fur coat.

That Bro. "Herb" Packard wants to go back on the farm.

That our officers for the year 1915 are about to be elected, and careful attention should be given every candidate that no blunders will be made in putting "good material" in power.

THE SCOUT.

## DIV. 272 REPORTS PROGRESS.

**Youngstown, O.**—Our Division is progressing very well considering the great general business depression. Our meetings are well attended and new members are being obligated.

We nominated officers for 1915 at our last meeting. Our election will take place last Tuesday, December 1st.

Pres. T. C. Moore has been chosen delegate to represent our Local No. 272 at the legislative meeting of street car men of Ohio at Columbus, Ohio, Jan. 15, 1915.

Bro. Ed. Thomas has learned to stand on his head in a car while it is in motion. As a result he has received invitations to engage as circus performer the next season.

Bros. Jos. Fryan and Carl Fetter have gone into a pipe testing contest.

We regret very much to make the announcement of the death of Brother C. H. Philips, who was killed in an accident Nov. 13. Bro. Philips had been with us four years and had made many friends. He was of a quiet disposition and always did his work well. His remains were shipped from here to his old home in McKeesport, Pa. The funeral was held there on Nov. 16. Division No. 272 sent an escort with the body, who also acted as pallbearers. Our entire membership extends heartfelt sympathy to his wife and family in their hour of grief.

Bro. Hunter, injured some time ago, is improving slowly.

The green house on Logan avenue seems to be the greatest drawing card on the Elm street line. Our crews often linger there it is said until the wee small hours of the morning. They often take the car in with them.

Bro. Beach is all smiles. Santa Claus brought him a baby girl for Xmas.

Bro. H. G. Stombook is papa to a little girl baby. "Stumpy" seems to be doing very well, and Mrs. Stombook has reason to be proud of him.

And, now, all together; get busy and make 1915 the best ever.

We wish you all a Merry Xmas and Happy New Year.

H. R. W.

## RESPONSIBILITY COMES WITH OFFICE.

**Helena, Mont.**—We had a loud meeting the morning of Nov. 20th. Much business. Nomination of officers took place. Election next month has every sign of hot contests. We have three of our old timers up for president.

The right man in the right place gives much life to a local. I think every member should study and fit himself for any office in a local. When a member is elected to the office of president or secretary, it puts more responsibility on him and makes him realize more the value of organized labor and the necessity of attending all meetings. How can the brothers look at you with the same degree of interest and respect if you stay away from the monthly meetings?

Bro. Krous reports success in the restaurant business, and states he has had several chances to sell at a good profit; but he is still feeding the boys that wear the button.

Bro. Krona has resigned to take a position with the Milwaukee on work of electrifying 400 miles of their mountain road.

Several brothers have taken their vacation and spent the time hunting. Some have been successful and others just had a good time. Bro. James King was out and bagged two nice deer.

Bro. A. Hahn has been appointed superintendent of transportation. He has our best wishes.

Thanksgiving Day we all thankfully partook of the large bird.

COR. 495.

## THE EXTRA PROBLEM.

**Auburn, W. Y.**—The most serious proposition we have to consider at present is relative to our extra men. We now have over fifty on the list. The number usually carried is about twenty. This increase is caused by taking off cars. The company would like to cut the list about half. We are trying to keep all who want to stay. The company has agreed to allow the extra men to find other work through the winter, and still hold their place on the seniority list.

Several extra men are off for thirty days on other jobs. Brothers L. O'Neill, C. Alvord and J. Austin are on the job of building sea wall and dredging outlet. Brothers O'Neill and Alvord are in charge of a large flat boat used for hauling stone. One is pilot; the other walks along the bank and pulls on one end of a rope. The other end is fastened to the boat. Bro. Austin is timekeeper, paymaster, chief engineer and advisor. He smokes a very long cigar and says all the big fellows smoke like him. Bro. O'Neill observes the smoking over his shoulder while attached to the power end of the rope.

Bro. Ed. Baker is on the safe side with a stool on each end of the car.

Bro. J. Underwood wants a new whistle for the work car. It has not quite the right pitch since he had a few days as assistant train dispatcher.

Bro. N. Oakley lost his stool recently.

Bro. J. Hardenbrook thinks a straight day in the city is better than a late day on the interurban, although the hand brakes work harder than ten years ago.

What was the trouble with Bro. Baptist at our last meeting?

COR.



**WILL HOLD MEMORIAL SERVICE.**

**Lowell, Mass.**—Div. No. 280, with the other locals involved in arbitration with the Bay State Company, is doing a President Wilson stunt—watchful waiting. President Crowley of this local and President Sweeney of 551 are hard at work assisting Bro. Fred Fay at Boston upon the wage arbitration.

Bros. McPhee, Baxter and Riley have been appointed an election committee in preparation of holding our annual election of officers.

Bros. Walsh, Harley, Carlin, Hartman, Morse and M. Maloney are in Boston as witnesses upon the wage arbitration.

We had a brother in the hospital the entire year. We hope for better luck next year.

Div. 280 has the distinction of having an orchestra of seven pieces. Our orchestra is to play at a dance of Div. 551 and another held under the auspices of the Lawrence local. The band comprises Bros. Louis Lanoufe, Dan Duff, Casper Costello, Norman Nuttal, Percy Poole, Bert Belleville and Albert Allen.

The annual ball of 280 was held Nov. 3. Its success was largely due to the hard work of Bros. Harry Halloran, Sam Shea, Wm. Wright, Con Cunliffe and Tom Powers. The grand march was led by Bro. C. Rielly and wife. Chief aid was Bro. T. O'Rourke and wife. Cars ran to all towns after the ball. This was by courtesy of Superintendent Lees.

Bro. Dan Dixon has another line out.

We regret that Bro. Henry Draper was defeated for state senator, a position he held for two years. He is past president of Div. 551, being a painter at the car barn and a good union man.

Div. 280 will hold memorial services the first Sunday in January, 1915, at which the families and friends of deceased members will be invited. Appropriate memorial exercises will be had. Those of our members who passed away during 1914 were late Bros. Michael Anthony, John McKeon, Henry Doyle and John F. Rourke. The committee in charge of the memorial is comprised of Bros. J. Wood, D. Hayes and President F. Crowley.

Bro. Joe Cassidy will visit New York where he will meet his brother for the first time in thirty years.

Bros. Judge, Sherry and Maroney are now three of the finest on the Lowell police force.

Bros. McWilliams and Miles expect to enter the same service in January.

Bro. M. Sheehan has recovered from injuries to his foot. 2055.

**ORGANIZATION SUPPORTS INDIVIDUAL EFFORT.**

**Middletown, Conn.**—Everything is running smoothly with Div. No. 479 under the able administration of President Ronan.

Vice-President Murnane of our local was recently married. Congratulations are extended.

Brother John Rutledge was elected recording secretary at our last meeting. Get busy with your motions, brothers.

From the evident lack of spirit on the part of our board members, is it not possible to predict that a few vacancies on the executive board may soon be filled? We should remember our obligation to 479.

Brother John Ennis, the popular conductor on the Meriden line, is seen taking occasional trips to Stafford Springs.

Brother John Murphy is taking one night a week off.

Bro. Leary has resigned his position with the company.

Our last meeting was well attended. Business Agent John Sullivan gave us a very interesting lecture in which he offered some mighty good advice to the members.

Our meetings are held in the C. L. U. hall the second Wednesday of each month.

We have passed a very successful street railway summer.

It will be well if the brothers who may get into any difficulty that they should not quite understand would take it up with the local in the regular way and not go at it single handed. There is an old adage that "The man who tries his own case has a fool for a lawyer." Let us not forget that the organization is for our protection and through it we can accomplish much more than we can individually. In fact it is the power of organization, added to the individual possibility. It is organization supporting individual effort. If we bear this in mind, we can accomplish much more and appreciate the importance of organization. 479.



Type of trackless storage battery car installed in service between Dubuque and East Dubuque, Ia., by the Dubuque Street Railway Company. They have a seating capacity for 26 passengers and are capable of proportionate carrying capacity of the ordinary rail street car. Two of these cars, manned by members of Div. No. 329, are now in service.

## TROY AND ALBANY, N. Y. AGREEMENT.

**Agreement**—Entered into this first day of July, 1914, by and between the United Traction Company of Albany, N. Y., and Troy, N. Y., party of the first part, and Divisions 132 and 148 of the Amalgamated Association of Street and Electric Railway Employees of America, located at Albany, N. Y., and Troy, N. Y., party of the second part.

**Section 1.** The Company agrees through its properly accredited officers to treat with the properly accredited officers and committee of the Association on all grievances that may arise.

**Sec. 2.** Time tables shall be made out by the Company. In case of delay men who are on cars will be paid until relieved, and men who have reported to relieve these cars will be paid for their time at the regular rate unless excused by the proper authority. Motormen and conductors doing extra work before or after working a regular scheduled run will be paid time and one-half for such extra work. If assigned to extra work after finishing their regular run, time shall commence at the completion of same. Time tables shall be posted in a conspicuous place at least five days before going into effect, except when emergencies arise. The selection of runs shall be in accordance with seniority of continuous platform service, the oldest man to have first choice of run and so on down the entire list until all runs are filled. This also includes express, utility and sprinkling cars operated by motormen and conductors when vacancies occur. The day men or others whose seniority would entitle them to an early run will choose on the third day after the list has been posted, the late men or others whose seniority would entitle them to a late run shall choose on the fourth day after the list has been posted. If any man refuses to sign up in his turn within the specified time, or if men are off duty and are unable to be reached, the proper representative of the local division of the Association shall sign for him upon the best run that may be open.

**Sec. 3.** Regular conductors and motormen shall not be required to work overtime unless it becomes necessary by reason of the failure of reliefs to appear, and in this instance the proper authority shall endeavor to so arrange that not more than one round trip shall be required, and in no instance more than two trips. All regular conductors and motormen who are assigned to extra work shall be entitled to extra compensation, as specified in Section 2.

**Sec. 4.** Conductors and motormen shall be given preference for work on snow plows and sweepers. All work on snow plows and sweepers shall be paid for at the rate of time and one-half.

**Sec. 5.** Committees of the Association who desire leave of absence shall have preference over other employees in securing such leave at any time.

**Sec. 6.** When employees are summoned before the General Superintendent or Division Superintendent to answer charges, it shall be as soon as possible after the alleged offense committed, and they shall lose no more time than is actually necessary, and, if not guilty of the alleged offense, they shall be reimbursed for all time lost. When an employee is summoned before the General Superintendent or Division Superintendent for a violation of the rules, he shall, upon request, have time, after hearing the charges against him, to present his defense which he may have to the charges, and shall, if he so desires, be entitled to an advisor or advisers. An adjournment of the hearing for the purpose of enabling him to present his defense shall be granted. Whenever a conductor or motorman is cited to appear before the General Superintendent to answer charges, in addition to the usual cus-

slate, he is to be handed by the General Superintendent a copy of the charge or charges he is to answer, to which charges he shall have one hour in which to make reply or answer. In case he is not satisfied with the decision of the General Superintendent, he shall have the right to appeal to the General Manager, and in these appeals will be entitled to an advisor or advisers, and final decision shall be given within one week.

**Sec. 7.** In the record kept by the Company for violation of rules by employees, the defense of the employee, as well as the violation, shall be a matter of record.

**Sec. 8.** The Company agrees to furnish free transportation to all employees on all lines now owned and operated by the Company. Employees shall not be permitted to occupy seats to the exclusion of paid passengers.

**Sec. 9.** In vacancies occurring on railroad crossings, conductors and motormen shall have preference for such positions.

**Sec. 10.** Receivers at the several car houses will, when requested, count and verify conductors' daily receipts.

**Sec. 11.** The Company agrees to permit any employee to be absent for not exceeding two weeks in any one year without interfering with his position on the slate until after the expiration of that time, provided the extra list is sufficiently large to permit such vacation.

**Sec. 12.** In the appointment of conductors and motormen to positions of reserve crews preference will be given to conductors and motormen according to seniority, all other things being equal.

**Sec. 13.** The General Superintendent may authorize the use of stools on cars operated by air brakes between such points on the line as he may designate.

**Sec. 14.** Length of service establishes the right to pick runs at least twice a year, spring and fall.

**Sec. 15.** Missing the extra list not more than once a week shall be dealt with by the Division Superintendent; the maximum punishment being loss of place on the extra list for the day, provided, however, he reports at 9:00 a. m. and 3:00 p. m. A man working after 12:00 o'clock midnight shall not be required to report until 9:00 a. m. next day, except on holidays and circus days.

**Sec. 16.** Conductors and motormen suffering a day's suspension to appear before the General Superintendent or Division Superintendent on violation of rules shall not be subject to orders of the Superintendent on that day. If these men are slated to see the General Superintendent or Division Superintendent through an error of the Company's agents, they shall not be assigned to their run again that day and shall be paid for the day.

**Sec. 17.** Coat, trousers and cap shall constitute a uniform; if vest is worn, however, it must be a regular uniform vest.

**Sec. 18.** In uniform inspections employees shall have the right to have a representative at such inspection; where question arises between Division Superintendent and employees as to the necessity of procuring any article of uniform, the same will be referred to the General Superintendent.

**Sec. 19.** In the absence of the Division Superintendent, clerks at the division offices shall have the power to excuse regular and extra men from work down to the last two extra men; provided, however, the clerk has enough extra men to cover the regular runs to go out.

**Sec. 20.** When an employee answers to a charge before the General Superintendent and has proven his innocence of the charge, no other charge shall be read to him.

tom of having his name appear on the daily

**Sec. 21.** When it is necessary to transfer runs from one car house to another, the con-



ductors and motormen operating such runs shall be permitted to follow them if they so desire.

Sec. 22. Petty charges against conductors and motormen, shall be answered for with no loss of time.

Sec. 23. A miss shall constitute an absolute failure on the part of the man to get his car out on time. A man telephoning in sick ten minutes or more before his car goes out shall not be subject to a miss.

Sec. 24. Conductors who are relieved at points other than at division offices and who are compelled to journey to division office for the purpose of making up their reports and depositing their daily receipts shall be allowed the running time from point of relief to the division office. Conductors and motormen who take cars at points other than division office shall be paid the schedule running time between relief point and division office.

Sec. 25. Where an emergency time table is run, crews shall be paid for the time they sign for, or if they work over the time which they are signed for they shall be paid time and one-half for such time worked, except where some unforeseen condition arises which compels the Company to discontinue the table, such as stormy weather, men will be paid for actual time worked, or if the emergency table is posted and the weather conditions will not warrant the use of same, crews reporting for such extra work will not receive pay, as weather conditions make same a loss to the Company as well as to the men.

Where time tables compel men to lay over between reliefs or they are compelled to journey from one line to another in order to complete their work, such lay-over time or journey time shall be paid for at the regular rate. Where a run has any minutes over the time for which the crew receives pay on the daily table, the same shall be figured total for the week and added to the total number of hours for the week, if the Association so desires.

Sec. 26. In case a conductor or motorman is slated off or taken off his run for the purpose of doing some other work for the Company, he shall receive no less than what his run calls for, and shall not again be assigned to his run that day.

Sec. 27. When division office clerks are required to work for fellow employees for any reason, clerks doing such work shall be paid for all time worked.

Sec. 28. The question of mail bags, newspapers and packages being loaded and unloaded from passenger cars by crews of such cars is to be taken up between the officials of the Company and a committee of the Association.

Sec. 29. Seniority of service shall prevail among transformer operators and their assistants, the oldest assistants to become operators, providing they are qualified for the position. The Company is to furnish good drinking water in transfer stations. The Company will install a device on private telephone lines to protect transformer men where these lines are in danger of coming in contact with high tension wires. Time and one-half shall be paid for overtime over and above their regular days' work, except where a man agrees to work a regular shift for a man off duty. The hours of substation operators shall be adjusted by the Company and a committee of the Association.

Sec. 30. Crews operating emergency trucks, twelve hours to constitute a day's work, time and one-half for overtime, except where one man agrees to work a shift for a man off duty.

Sec. 31. Pitmen and pitmen's helpers shall be paid time and one-half for all time worked above their regular day's work.

Sec. 32. It is further mutually agreed that the rate of wages to be paid conductors and

motormen after June 30th, 1914, shall be twenty-eight cents (28 cents) per hour, an increase of one cent per hour. Pitmen, pitmen's helpers, car cleaners, flagmen, sandmen, janitors, drivers of line wagons and trucks and division office clerks shall be given a proportionate increase.

Sec. 33. In consideration of the above, the Association agrees that its members shall perform their labor and use their influence and best endeavors to promote and advance to a successful end the welfare and prosperity of the Company.

Sec. 34. This agreement shall remain in force from June 30, 1914, to July 1, 1915.

Sec. 35. It is further mutually agreed that if, at or within thirty (30) days prior to the expiration of this agreement, any controversy shall arise between the Traction Company and their employees as to the rate of wages to be paid to such employees after the expiration of this agreement, the same shall be referred for determination to arbitrators, one to be selected by the Traction Company and one by the employees, and if they cannot agree, a third man is to be selected by such arbitrators for the determination of the question thus submitted.

UNITED TRACTION COMPANY,  
By J. F. Hamilton,  
General Manager.

For the Association:

JOSEPH F. McLAUGHLIN,  
JOSEPH S. DROOGAN.

## SAFETY YET.

Hark, when running down the line,  
Hear the slogan and story,  
Safety! Safety! all the time,  
Better be safe than sorry.

Fathers, mothers, sisters, brothers,  
Tell the children about it.  
Every man and all the others,  
Tell about the safety habit.

When you are on pleasure bent,  
You had better watch out.  
Reduce that ninety-eight per cent.  
That we hear so much about.

When you happiness pursue,  
Get the safety habit.  
Something you will never rue,  
You can depend upon it.

Never leave a moving car;  
Trouble you can save, lots,  
'Tis the better way, by far;  
Wait until the car stops.

When the car takes you in town,  
Be sure you look both ways.  
Look up and down without a frown,  
For safety surely pays.

Crusades, we had them before,  
But this one beats the record.  
Accidents in number are low r,  
Thanks to the Commerce Board.

So we pray that, come what may,  
That we shall have less worry,  
Let us push that Safety Day,  
Better be glad than sorry.

These few lines cost but one cent;  
That is to pay the printer.  
Good advice brings sweet content  
And happiness hereafter.

ROBERT R. GLASS,

Digitized by Google  
Local 589, Boston.

**LABOR FEATURES OF NEW AMENDMENT TO ANTI-TRUST LAW.**

On October 15, 1914, President Woodrow Wilson approved amendments to the Sherman Anti-Trust Law embraced in the Clayton Bill, as finally enacted by the United States Congress. If the law proves constitutional—and it is believed by good authority that it is constitutional—it crowns with success the years of perseverance and effort of the American Federation of Labor in pursuit of relief for labor from the unfair restrictions of Federal injunctions.

The Sherman Anti-Trust Law was enacted in the final halcyon days of the old Knights of Labor, some 27 years ago. The Knights of Labor had become formidable in various industrial sections. It had waged vigorous strikes for the right of organization and for increased wages and better working conditions. It had educated the public that public policy must embrace the right of labor to organize—of labor to combine together for mutual interest. That interest was primarily the right of collective bargaining in employment. The primary purpose of organization was then, as now, the increasing of wages, improving of working conditions and the shortening of the hours of the service day to extend employment to the unemployed. The laws granted no provision to the courts to step in and interfere with these combinations.

Another development of organization that was looked upon as a menace in commercial life was the Farmers' Alliance in various agricultural sections. Farmers had become alive to the importance of organization and the Farmers' Alliance had developed to considerable proportions. The organized farmers soon understood the importance to the farmer of organized labor. Better wages to labor in the industrial fields meant a better market for the farmers.

There was a general clamor against trusts. Combinations of capital were being created in which the small business men believed they saw a competition too formidable for them to compete with. A condition of mind had developed demanding anti-trust legislation. They had already been made victims of the pernicious purpose of combined capital. Already small business men had been driven out of business or forced into a sea of combination they were unable to fathom. Trust promoters, however, were waxing strong, but they knew the inevitable was to come in the shape of anti-trust legislation, which, unless framed by themselves, or modified to their advantage and convenience, would be destructive. Thus was born the Sherman Anti-Trust Law.

The Knights of Labor well recognized the features of the Sherman Anti-Trust Bill as it became amended and shaped for enactment as embracing vicious restrictions applicable to the organization of labor. The Farmers' Alliance also recognized these

features in a measure. Protests were made by these two organizations and other labor organizations against the enactment of the law in the form into which it was ultimately shaped. These protests brought assurances from friends of the bill that it did not contemplate the application of any of its provisions in any way whatever to combinations of labor or farmers.

That the assurances to organized labor may be understood, it is only necessary to quote from Senator Sherman himself, who said:

"Now, let us look at it. The bill as reported contains three or four simple propositions which relate only to contracts, combinations, agreements, made with a view and designed to carry out a certain purpose, which the laws of all the states and of every civilized community declare to be unlawful. It does not interfere in the slightest degree with voluntary associations made to affect public opinion to advance the interests of a particular trade or occupation. It does not interfere with the Farmers' Alliance at all, because that is an association of farmers to advance their interests and to improve the growth and manner of production of their crops and to secure intelligent growth and to introduce new methods. No organizations in this country can be more beneficial in their character than Farmers' Alliances and farmers' associations. They are not business combinations. They do not deal with contracts, agreements, etc. They have no connection with them. And so the combinations of workingmen to promote their interests, promote their welfare, and increase their pay if you please, to get their fair share in the division of production, are not affected in the slightest degree, nor can they be included in the words or intent of the bill as now reported."

There is little doubt that Senator Sherman designed and introduced a bill that would in no way interfere with the rights of labor or with farmers' organizations, but intended the law to apply to illegal contracts. But his original bill was not the Sherman Anti-Trust Law. It was amended in committees in both Houses and passed back and forth several times before it finally became a law. In the course of this amending process, words were inserted making the law to apply to, "combinations in the form of a trust or otherwise," which afforded the judiciary an opportunity to determine its meaning and the extent of its application.

About the first application of the law was an injunction against organized labor on strike in New Orleans, La. The injunction was effective there and the law was held to apply and the principle has been sustained from that time on. The law has been invoked to prohibit employes from going on strike. It has been invoked to prohibit picketing and in fact prohibit any act of combination or encouragement of a strike and in one instance was carried to the ex-

treme of forbidding the payment of strike benefits to members of an organization on strike.

Violations of these injunctions under the Sherman Anti-Trust Law, of course, were subject to the penalty of imprisonment. Working men of the highest character and to whom the suggestion of crime was repulsive were made criminals under this law and not only paid fines, but served terms of imprisonment as the most common of law breakers and criminals.

The application of the Sherman Anti-Trust Law in labor disputes inspired the anti-injunction crusade conducted by the American labor movement and unquestionably resulted in the political policy of the American Federation of Labor, of labor supporting its friends and defeating its enemies in the political field, regardless of partisan politics.

At the great national conventions of the respective political parties the Republican party ignored the appeal of the American Federation of Labor to insert in its platform an assurance to labor to support its anti-injunction program. The Democratic party conceded to the request of the representatives of labor, also the Progressive party in the last presidential campaign. Labor, so far as the spirit could be diffused in the ranks of organization, withdrew all support from the Republican party. No matter to what extent this may have reached in the result of election, the Republican party's standard bearer received barely one out of every three votes cast for presidential candidates. It cannot be denied that labor's anti-injunction movement had some to do with this result.

The Democrats have made good. The Clayton Bill, the labor features of which were prepared in consultation with the officials of the American Federation of Labor and competent judicial minds supplied by the American Federation of Labor, has become a law and in it, if it proves constitutional, labor will have found relief.

**Labor Provisions of the Clayton Bill as**

**Enacted Into Law.**

The provisions secured for the relief of labor and as applying directly to labor in the amendment of the Sherman Anti-Trust Law, as it was signed by President Wilson, are as follows:

"Sec. 6. That the labor of a human being is not a commodity or article of commerce. Nothing contained in the anti-trust laws shall be construed to forbid the existence and operation of labor, agricultural or horticultural organizations, instituted for the purposes of mutual help, and not having capital stock or conducted for profit, or to forbid or restrain individual members of such organizations from lawfully carrying out the legitimate objects thereof; nor shall such organizations, or the members thereof, be held or construed to be illegal combinations or conspiracies in restraint of trade under the anti-trust laws.

"Sec. 20. That no restraining order or injunction shall be granted by any court of the United States, or a judge or the judges thereof, in any case between an employer and employes, or between employers and employes, or between employes, or between persons employed and persons seeking employment, involving, or growing out of, a dispute concerning terms or conditions of employment, unless necessary to prevent irreparable injury to property, or to a property right, of the party making the application, for which injury there is no adequate remedy at law, and such property or property right must be described with particularity in the application, which must be in writing and sworn to by the applicant or by his agent or attorney.

"And no such restraining order or injunction shall prohibit any person or persons whether singly or in concert, from terminating any relation of employment, or from ceasing to perform any work or labor, or from recommending, advising, or persuading others by peaceful means so to do; or from attending at any place where any such person or persons may lawfully be, for the purpose of peacefully obtaining or communicating information, or from peacefully persuading any person to work or to abstain from working; or from ceasing to patronize or to employ any party to such dispute, or from recommending, advising, or persuading others by peaceful and lawful means so to do; or from paying or giving to, or withholding from, any person engaged in such dispute, any strike benefits or other moneys or things of value; or from peaceably assembling in a lawful manner, and for lawful purposes; or from doing any act or thing which might lawfully be done in the absence of such dispute by any party thereto; nor him be of such character as to constitute also a criminal offense under any statute of the United States, or under the laws of any state in which the act was committed, shall be proceeded against for his said contempt as hereinafter provided.

"Sec. 22. That whenever it shall be made to appear to any district court or judge thereof, or to any judge therein sitting, by the return of a proper officer on lawful process, or upon the affidavit of some credible person, or by information filed by any ground to believe that any person has been guilty of such contempt, the court or judge thereof, or any judge therein sitting, may issue a rule requiring the said person so charged to show cause upon a day certain why he should not be punished therefor, which rule, together with a copy of the affidavit or information, shall be served upon the person charged with sufficient promptness to enable him to prepare for and make return to the order at the time fixed therein. If upon or by such return, in the judgment of the court, the alleged contempt be not sufficiently purged, a trial shall be directed at a time and place fixed by the court: Provided, however, That if the accused, being

a natural person, fail or refuse to make return to the rule to show cause, an attachment may issue against his person to compel an answer, and in case of his continued failure or refusal, or if for any reason it be impracticable to dispose of the matter on the return day, he may be required to give reasonable bail for his attendance at the trial and his submission to the final judgment of the court. Where the accused is a body corporate, an attachment for the sequestration of its property may be issued upon like refusal or failure to answer.

"In all cases within the purview of this act such trial may be by the court, or, upon demand of the accused, by a jury; in which latter event the court may impanel a jury from the jurors then in attendance, or the court or the judge thereof in chambers may cause a sufficient number of jurors to be selected and summoned, as provided by law, to attend at the time and place of trial, at which time a jury shall be selected and impaneled as upon a trial for misdemeanor; and such trial shall conform, as near as may be, to the practice in criminal cases prosecuted by indictment or upon information.

"If the accused be found guilty, judgment shall be entered accordingly, prescribing the punishment, either by fine or imprisonment, or both, in the discretion of the court. Such fine shall be paid to the United States or to the complainant or other party injured by the act constituting the contempt, or may, where more than one is so damaged, be divided or apportioned among them as the court may direct, but in no case shall the fine to be paid to the United States exceed, in case the accused is a natural person, the sum of \$1,000, nor shall such imprisonment exceed the term of six months: Provided, That in any case the court or a judge thereof may, for good cause shown, by affidavit or proof taken in open court or before such judge and filed with the papers in the case, dispense with the rule to show cause, and may issue an attachment for the arrest of the person charged with contempt; in which event such person, when arrested, shall be brought before such court or a judge thereof without unnecessary delay and shall be admitted to bail in a reasonable penalty for his appearance to answer to the charge or for trial for the contempt; and thereafter the proceedings shall be the same as provided herein in case the rule had issued in the first instance.

"Sec. 23. That the evidence taken upon the trial of any person so accused may be preserved by bill of exceptions, and any judgment of conviction may be reviewed upon writ of error in all respects as now provided by law in criminal cases, and may be affirmed, reversed, or modified as justice may require. Upon the granting of such writ of error, execution of judgment shall be stayed, and the accused, if thereby sen-

tenced to imprisonment, shall be admitted to bail in such reasonable sum as may be required by the court, or by any justice, or any judge, of any district court of the United States or any court of the District of Columbia.

"Sec. 24. That nothing herein contained shall be construed to relate to contempts committed in the presence of the court, or so near thereto as to obstruct the administration of justice, nor to contempts committed in disobedience of any lawful writ, process, order, rule, decree, or command entered in any suit or action brought or prosecuted in the name of, or on behalf of, the United States, but the same, and all other cases of contempt not specifically embraced within section 21 of this act, may be punished in conformity to the usages at law and in equity now prevailing.

"Sec. 25. That no proceeding for contempt shall be instituted against any person unless begun within one year from the date of the act complained of; nor shall any such proceeding be a bar to any criminal prosecution for the same act or acts; but nothing herein contained shall affect any proceedings in contempt pending at the time of the passage of this act."



Three Popular Members of the Canadian Side of the Niagara Falls Branch of the Big Buffalo Local, Div. No. 623.

# LABOR ORGANIZATION IN CANADA, 1913.

(Issued by the Canadian Dept. of Labor.)

The third annual report on Labor Organization in Canada, covering the year 1913, has been issued by the Department of Labor. At the close of 1913 the numerical strength of organized labor in Canada stood approximately at 176,000, an increase of nearly 16,000 over the figures at the close of 1912. The estimated membership for each of the three years during which reports on organized labor in Canada have been issued has been as follows

1911.....	133,132
1912.....	160,120
1913.....	175,799

These figures show an increase in membership of over forty thousand during the two years 1912 and 1913, and suggest a quite remarkable development during so brief a period. The bulk of Canadian trades union membership is attached to international organizations. Of the total numerical strength of organized labor for 1913, the membership owing allegiance to international organizations reached the large proportions of 149,577, leaving for all other organized bodies a membership of 26,222. There were in Canada at the close of 1913, 2,017 local trade union branches of all classes, 1,792 having international affiliation, 199 of a non-international character and 34 independent local bodies.

## Organized Labor in Canadian Cities.

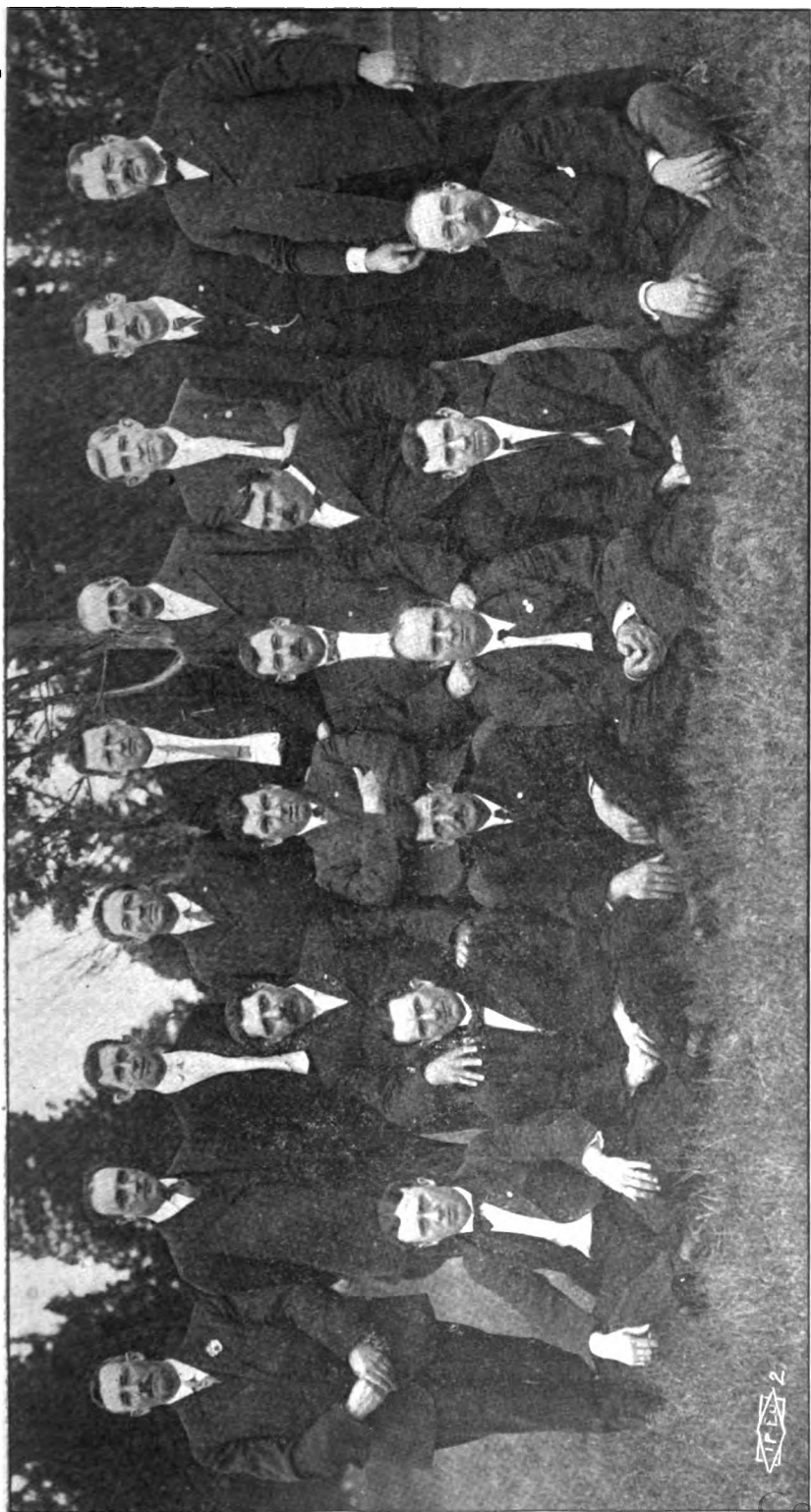
The relative strength of organized labor in Canadian cities is usually a point of some interest. The accompanying statement gives particulars as to twenty-six cities having each more than twenty trade union branches, the total for the cities named being 1,121. Of this number 654 report a membership which totals 88,037, or somewhat over 50 per cent of the total trades union membership of the Dominion. The membership of the non-reporting units is a somewhat conjectural quantity, but information before the Department gathered from various sources permits it to be placed approximately at 25,328, giving a total trades union membership for the 26 cities named of 113,365.

City.	Number of unions in locality.	Number of unions reporting membership.	Number of members reported.	Estimated membership of all unions.
Toronto .....	131	79	18,184	20,992
Montreal .....	121	68	15,694	18,556
Winnipeg .....	82	48	8,163	9,999
Vancouver .....	81	47	7,502	9,338
Hamilton .....	60	36	3,847	5,143
Ottawa .....	56	31	3,089	4,439
Victoria .....	47	28	2,581	3,607
London .....	45	28	2,418	3,336
Calgary .....	44	27	3,092	4,010
Edmonton .....	43	27	2,781	3,645
Quebec .....	41	22	4,890	5,916
St. John .....	32	17	1,337	2,147
Fort William .....	31	15	997	1,861
Saskatoon .....	29	18	1,063	1,657
St. Thomas .....	26	16	1,524	2,064
Brandon .....	26	11	456	1,266
Lethbridge .....	25	14	1,339	1,933
Halifax .....	24	14	1,239	1,779
Moosejaw .....	24	16	1,420	1,852
Port Arthur .....	23	13	518	1,058
Regina .....	23	13	900	1,440
Moncton .....	22	15	1,998	2,376
Nelson .....	22	10	319	967
Medicine Hat .....	21	13	1,049	1,481
New Westminster .....	21	15	1,015	1,339
Windsor .....	21	13	722	1,154
Total.....	1,121	654	88,037	113,365

## Trades Unionism in Many Lands.

The report also contains a statement showing the standing in trade unionism of the chief industrial nations for the years 1911 and 1912, with figures showing the percentage of union membership to total population, as indicated in the following table:

Country.	Union membership		Population	Percentage of union membership to total population 1912
	1911	1912		
France .....	1,029,238		39,601,509	
Great Britain .....	3,010,346	3,813,973	45,365,599	8.407



This picture represents the officers and Executive Committeemen of Division No. 618, Amalgamated Association of Street and Electric Railway Employees, Providence, R. I.

Belgium . . . . .	92,735	231,805	7,516,730	3,083
The Netherlands . . . . .	153,689	169,144	5,945,155	2,845
Denmark . . . . .	128,224	139,012	2,757,076	5,042
Sweden . . . . .	116,500	121,866	5,521,943	2,206
Norway . . . . .	53,830	60,975	2,391,782	2,549
Finland . . . . .	19,640	23,839	3,120,264	.764
Germany . . . . .	3,061,002	3,317,271	64,903,423	5,111
Austria . . . . .	496,263	534,811	28,321,088	1,888
Bosnia-Herzegovina . . . . .	5,587	5,522	1,898,044	.290
Croatia-Slavonia . . . . .	8,504	6,783	2,416,300	.276
Hungary . . . . .	95,180	111,966	20,840,678	.537
Servia . . . . .	8,337	5,000	2,911,701	.171
Roumania . . . . .	6,000	9,708	6,966,000	.139
Switzerland . . . . .	78,119	86,313	3,741,971	2,306
Italy . . . . .	709,943	860,502	34,687,000	2,451
Spain . . . . .	80,000	100,000	19,588,688	.510
United States . . . . .	2,282,361	2,496,000	91,972,266	2,713
Canada . . . . .	160,120	175,799	7,204,527	2,440
Australia . . . . .	364,999	433,224	4,733,359	9,152
New Zealand . . . . .	55,629	60,622	1,070,910	5,660

The total trades union membership of the world for 1912 stood at 12,094,490, a slight increase over the number reported for 1911, which was 11,435,498. In the above table it will be observed that the union membership during 1912 increased more rapidly in Great Britain than in Germany, the first named country having an increase of over 800,000 and the latter slightly over 256,000, giving Great Britain nearly a half million more of a trades union membership than Germany. The United States stands third, but especially having regard to its much larger population, considerably below Great Britain and Germany. The statement above printed, however, shows Australia as the most highly unionized country in the world.

The feature introduced in the report for 1912 showing disbursements made during the year on account of beneficiary work of central labor organizations operating in Canada is continued in the present report. Of the 101 international organizations having local branches in the Dominion, 72 have

benefit features of varying extent. The grand total of the disbursements made on account of benefits by these organizations for the last fiscal year is \$14,962,705. Nearly one-half of this amount was expended in death and disability benefits. The payments on this account amounted to \$7,556,876. The railway brotherhoods contributed the larger payments for death and disability benefits, the disbursements by the Brotherhood of Railroad Trainmen alone amounting to no less a sum than \$2,410,985. These disbursements are, of course, for Canada and the United States taken together, separate figures for Canada alone not being available.

The report also serves as a directory of trade unions for the Dominion for 1914, including as it does particulars not only of every known local trade union in Canada, but also a list of all international and non-international central organizing bodies, together with the names and addresses of the chief executive officers.

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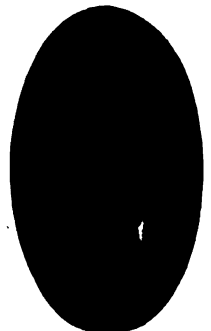
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Constitutions, in lots of less than 100, each .....	.05
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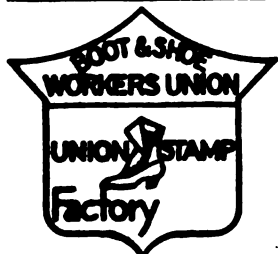
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Vol. 23  
No. 2

JANUARY



# *The* Motorman *and* Conductor



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# The Motorman and Conductor.

**VOL. XXII.**

**DETROIT, MICHIGAN, JANUARY, 1915**

**No. 2**



**INTERNATIONAL PRESIDENT W. D. MAHON.**

Not a little interest was occasioned by the report of President W. D. Mahon, of the Amalgamated Association, and Editor L. D. Bland, of the Chicago Union Leader, which they made as commissioners of municipal ownership employment to the American Federation of Labor Convention recently held in Philadelphia, Pa. A mayors' convention was in session at the same time in Philadelphia and the report was charged to have been briefly an arraignment of municipal ownership on part of the commissioners. Newspaper discussion conveyed the inference that President Mahon committed himself as against municipal ownership. The International President was very clear to the convention in making a statement showing that his report had nothing whatever to do with his views of municipal ownership as a principle, but that it did set forth that the interest of employes should be given proper consideration.

President Mahon sets forth his position in the following language: "First, it must be understood that I am interested in the



**INTERNATIONAL VICE-PRESIDENT  
J. J. THORPE.  
Div. No. 85, Pittsburgh, Pa.**

By the lamented death of late General Executive Board Member Richard Cornelius of Div. No. 518, San Francisco, Cal., First International Vice-President John J. Thorpe, member of Div. No. 85, Pittsburgh, Pa., becomes General Executive Board Member pro tem, being the first International officer to hold the unique position of International Vice-President and General Executive Board Member. This position comes to Brother Thorpe by virtue of Section 19 of the Constitution and General Laws, that part of it which reads: "In case of a vacancy on the General Executive Board the First Vice-President shall temporarily fill the position until the regular convention of the Association or there is a vacancy in the office of President. In case of a vacancy in the office of President the First Vice-President shall move to the same," etc. Vice-President Thorpe is now at West Palm Beach, Fla., to where he was transferred in the hope that his health would improve more rapidly.

of the important questions affecting the operation of a street railway is that of wages and conditions of employment for

with the operation of the system. Again, I do not believe that the street railway should bear the burden of taxation for any other business. Street railways should be operated to give the public the best service possible, with due respect to acceptable wages and working conditions for employes. If, after meeting these requirements, there yet remains a profit, it should not be applied to lowering the taxes of a community, but it should go into the pockets of the people themselves in the way of lower street-car fare.

"The question is, how to meet the condition of the worker. By some it is said that municipal ownership will do that. In Europe it has not done it. There the street railways are purely a commercial proposition. The men are not paid any more wages than upon privately operated roads or wages established by other trade unions where the workers for private concerns effect wages through their organizations. The employes are denied the right of organization by the municipalities and are treated in an individual capacity.

"I contend that if municipal ownership of street and electric railways comes in America, there should be granted to the employes the absolute right of organizing and collectively bargaining for their wages and working conditions. If municipal ownership does not give this right to the employe, it denies him the right to liberty and establishes municipal slavery, which is fully as obnoxious as corporation or capitalistic slavery, and, if anything, worse. Without the right of organization the employe will be simply working as an individual under political masters who lead the community against him in any attempt that he may make in protest against objectionable wages and working conditions.

"I am not opposed to municipal ownership if it brings to the worker the conditions to which he is entitled—the right to organize and maintain his trade union and the right to deal with a municipality through his trade union in the protection of his labor and his interests in employment. In order to bring this about it will be necessary for the state to grant the right to municipalities to recognize and treat with the organized workers, make collective contracts with them and deal with them in the same sense and manner of a private employer."

This is not a new position of the International President and it is absolutely consistent with his position as one of the leading trade unionists of the country.

The result of the investigation and the report to the convention has been that it has committed the American Federation of Labor and its affiliated bodies to the principles of seeking the legal protection to municipal employes cited by the International President, in the way of guarding the rights of the employes to organization and collective bargaining in enactments

## SYNOPSIS OF ASSOCIATION'S HISTORY FOR THE YEAR 1914.

The year 1914 has now passed into history. In keeping with former usages, a brief review of the year's work and results is here presented. The compiling of this statistical review is inspired from the belief that it will be appreciated for comparison with the past years of the Association and for reference in time to come. Besides, it is judicious to take inventory at the end of each year. It gives the general membership information in definite form, showing the advantage of organization in the way of benefits that come through systematic effort.

### Organization and Extension.

The year 1914 identified itself as a year of abnormal industrial depression. During the entire year thousands and thousands of wage earners throughout the country, in every industrial center, have plodded in the despairing gloom of unemployment. It has been a period of industrial tragedy. Trade unionism has been bared to the burdens of the unemployment problem. It is not the purpose here to dwell upon the influences that occasion such depression further than the suggestion that trade unionism has proved the most effective palliating element. The matter of remedy will not be discussed. The condition is resultant from causes and the condition is subject to remedy. The grave question under existing conditions is to extend employment to the unemployed. The trade union movement is the greatest factor in this line. The pushing forward in its purpose to increase wages and shorten the service day has been the greatest factor of relief. It is so continuing to be.

In all this period of depression the Amalgamated Association has contributed her share to relief. The organization has extended, both in increased membership through acquisition to old locals and organization of new locals. Jobs have been opened to the unemployed by the continued progress in extending the shorter hour work day.

Div. No. 651 was the first local instituted in the year 1914. The final local instituted for the year was Div. No. 675, Amarillo, Tex. Charters were granted for the institution of 25 locals.

Locals, charters for the institution of which were granted, were as follows:

Div. No. 651, Billings, Mont.; organized by A. F. of L. Organizer Frank Lockwood.

Div. No. 652, Brookfield, Mass.; organized by G. E. B. Member John H. Reardon.

Div. No. 653, Louisville, Ky.; instituted by G. E. B. Member Magnus Sinclair.

Div. No. 654, Hubbard, Ohio; instituted by Organizer Fred Speyer.

Div. No. 655, Scranton, Pa.; organized by G. E. B. Member P. J. Shea.

Div. No. 656, Wilmington, Del.; instituted by A. F. of L. Organizer Robert M.

Div. No. 657, Monessen, Pa.; instituted by Sec. P. J. McGrath of Div. No. 85.

Div. No. 658, Ogdensburg, N. Y.; instituted by A. F. of L. Organizer E. L. Emmert.

Div. No. 659, Coffeyville, Kan.; organized by Vice-President George Keenan.

Div. No. 660, Centralia, Ill.; organized by A. F. of L. Organizer J. C. Mullins.

Div. No. 661, Mason City, Iowa; organized by Assn. Organizer J. B. Wiley.

Div. No. 662, Pueblo, Col.; organized by A. F. of L. Organizer Ed. Anderson and G. E. B. Member Edward McMorro.

Div. No. 663, St. John, N. B.; organized by G. E. B. Member Magnus Sinclair.

Div. No. 664, Great Falls, Mont.; organized by A. F. of L. Organizer J. D. O'Brien.

Div. No. 665, St. Catherines, Ont.; instituted by G. E. B. Member Magnus Sinclair and Organizer Frank O'Shea.

Div. No. 666, Salt Lake City, Utah; organized by Vice-President A. H. Burt.

Div. No. 667, Monroe, La.; organized by A. F. of L. Organizer W. P. Roberts.

Div. No. 668, Baltimore, Md.; instituted by G. E. B. Member P. J. Shea.

Div. No. 669, Auburn, N. Y.; organized by A. F. of L. Organizer J. C. Carroll.

Div. No. 670, Vincennes, Ind.; organized by A. F. of L. Organizer John Lackey.

Div. No. 671, Milford, Mass.; instituted by G. E. B. Member John H. Reardon.

Div. No. 672, Parkersburg, W. Va., instituted by Vice-President W. F. Welch.

Div. No. 673, New Bedford, Mass.; organized by Vice-President P. J. O'Brien.

Div. No. 674, Fort Smith, Ark.; organized by A. F. of L. Organizer C. H. Miller.

Div. No. 675, Amarillo, Texas; organized by A. F. of L. Organizer W. W. Cummings.

Five of the above locals failed in the effort of organizing and two continue in the course of development. Eighteen were effectually instituted. Such has been the organizing work of the Association during the year 1914 in respect to the institution of new locals. However, there was much extension in organizing among the older locals. The result of all organizing work was the addition of several thousand members to the Association.

#### Wage Rate Increases.

The work of the Association in gains made by the members of many of the locals and the extension of employment through the shorter work day in the face of a period of abnormal industrial depression has been most remarkable and unusually gratifying.

Divisions, the membership of which obtained increases during the year, the present rates of wage and rates of increase, together with the aggregate annual increase, is given as follows:

Div. No. 52, East Liverpool, Ohio, Chester and Newell, W. Va. Wage rates increased 1c per hour. Present rates: First year service men, 24c; second year, 26c; third year, 28c; to those of three or more

years of service, 30c per hour. Rate of increase,  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$4,400.

Div. No. 89, New Castle, Pa. Wages increased to second six months' service men,  $\frac{1}{2}$ c per hour; thereafter, 1c per hour. Present rates: First six months' service men, 28c per hour; second six months,  $29\frac{1}{2}$ c; thereafter, 31c per hour. Rate of increase, approximately 3 per cent. Aggregate annual increase, \$4,500.

Div. No. 98, Akron, Ohio. Interurban—N. O. T. Rates increased 2c per hour. Present rates: First year service men, 26c; second year, 27c; third year, 28c; fourth year, 29c; fifth year, 30c; sixth year, 31c per hour. Rates of increase, approximately 7 per cent. Div. No. 98, Akron, Ohio. City men. Rates increased 2c per hour. Present rates: First year service men, 25c; second year, 26c; third year, 27c; fourth year, 28c; to those of four or more years of service, 29c per hour. Rate of increase, approximately 8 per cent. Aggregate annual increase, \$18,500.

Div. No. 103, Wheeling, W. Va. Wages increased 1c per hour to those of four or more years of service. Present rates: First year service men, 22c; second year, 23c; third year, 24c; fourth year, 26c; fifth year, 27c; to those of five or more years of service, 29c per hour. Rate of increase,  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$6,000.

Div. No. 114, Youngstown, Ohio. Wages increased to second six months' service men,  $\frac{1}{2}$ c per hour; thereafter, 1c per hour. Present rates: First six months' service men, 28c per hour; second six months,  $29\frac{1}{2}$ c; thereafter, 31c per hour. Rate of increase, approximately  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$2,000.

Div. No. 132, Troy, N. Y. Present rate, 28c per hour. Rate increased 1c per hour. Rate of increase,  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$21,000.

Div. No. 148, Albany, N. Y. Present rate, 28c per hour. Rate increased 1c per hour. Rate of increase,  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$22,200.

Div. No. 163, Meriden, Conn. Wages increased to first five years' service men,  $\frac{1}{2}$ c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year,  $22\frac{1}{2}$ c per hour; second year,  $23\frac{1}{2}$ c; third year, 24c; fourth year,  $25\frac{1}{2}$ c; fifth year,  $26\frac{1}{2}$ c; thereafter,  $28\frac{1}{2}$ c per hour; overtime, 10c per hour. Rate of increase, approximately 3 per cent. Aggregate annual increase, \$2,500.

Div. No. 169, Easton, Pa. Rates increased 1c per hour. Present rates: For first year service men, 23c; second year, 24c; third



year, 25c; fourth year, 26c; to those of four or more years of service, 27c per hour. Rates increased approximately 4 per cent. Aggregate annual increase, \$8,200.

Div. No. 176, Sharon, Pa. Wage rates increased 1c per hour. Present rates: First six months' service men, 27½c; second six months, 29½c; to those of one or more years of service, 30½c per hour. Rate of increase, 3½ per cent. Aggregate annual increase, \$2,800.

Div. No. 177, Roanoke, Va. Present rates: First six months' service men, 19c per hour; second year, 20c; third year, 23c; fourth year, 24c; to those of four or more years of service, 25c per hour; 26c per hour upon the Salem Road. Wages increased 2c per hour to those of three or more years of service and 1c per hour to those of less than three years of service. Rates of increase, 4 and 8 per cent. Aggregate annual increase, \$3,400.

Div. No. 179, Elmira, N. Y. Present rates: First year service men, 19c per hour; second year, 20c; third to tenth year, 21c per hour; to those of 10 or more years of service, 23c per hour. Rates increased 2c to first year men; 2½c to second year men; 3c to third year men; 2c to fourth year men and 1c per hour to fifth year men. Aggregate annual increase, \$400.

Div. No. 199, Ottumwa, Iowa. Present rates: First 6 months' service men, 21c per hour; second 6 months, 22c; second year, 24c; to those of 2 or more years of service, 27c per hour. One cent additional for service on Court Hill, Jefferson St., Wabash, Chester and Sheridan Ave. lines. Wage increased ½c per hour. Rate of increase, 2 per cent. Aggregate annual increase \$1,600.

Div. No. 215, Wheaton, Ill. Aurora, Elgin & Chicago line. Wages increased 2c per hour. Present rates—First year service men, 30c; second year, 33c; third year, 36c per hour. Rate of increase approximately 6 per cent. Aurora & Elgin city lines. Wages increased ½c per hour. Present rates—First year service men, 23½c; second year, 24½c; third year 26½c per hour. Rate of increase approximately 2 per cent. Aggregate annual increase \$8,000.

Div. No. 242, Montpelier, Vt. Wage rates increased 3 cents per hour. Present rates—First year service men, 19c; second year, 21½c; third year, 24c; fourth year, 25c per hour. Rate of increase approximately 14 per cent. Aggregate annual increase, \$2,600.

Div. No. 252, Steubenville, O. Wage rates increased 1c per hour to those of four or more years of service. Present rates—First year service men, 22c; second year, 23c; third year, 24c; to those of three or more years of service, 29c per hour. Rate

of increase, 3½ per cent. Aggregate annual increase, \$400.

Div. No. 262, Norwich, Conn. Wages increased to first five year men ½c per hour; to those of five or more years of service, 1c per hour. Present rates—First year service men, 22½ per hour; second year 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¼c; thereafter, 28½c per hour; overtime 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$3,800.

Div. No. 268, Cleveland, O. Akron, Bedford & Cleveland line. Rates increased 2c per hour. Present rates—First year service men, 26c per hour; second year, 27c; third year, 28c; fourth year, 29c; fifth year, 30c; to those of five and more years of service, 31c per hour. Rate of increase, 7 per cent. Aggregate annual increase, \$3,800.

Div. No. 269, Danbury, Conn. Rates increase 1c per hour. Present rate—First 6 months' service men, 22c per hour; to those of six or more months of service, 26c per hour. Rate of increase 4 per cent. Aggregate annual increase approximately \$2,200.

Div. No. 272, Youngstown, Ohio. Wages increased to second six-months'-service men, ½c per hour; thereafter, 1c per hour. Present rates: First six-months'-service men, 28c per hour; second six months, 29½c; thereafter, 31c per hour. Rate of increase approximately 3 per cent. Aggregate annual increase, \$12,200.

Div. No. 276, Stockton, Cal., Tidewater Southern Ry.—Wages increased 2c per hour. Present rates to motormen and conductors, 32c per hour; to brakemen, 30c per hour. Rate of increase approximately 7 per cent. Aggregate not available.

Div. No. 279, Ottawa, Ont. Present rates: Week days: First year service men, 23c per hour; second year, 24c; to those of two or more years of service, 27c per hour. Sundays: Two cents additional to week day rates. Rates increased 1½c per hour to first year service men and two cents per hour to those of two or more years of service. Rate of increase approximately 8 per cent. Members of other departments given a like increase. Aggregate annual increase, \$46,000.

Div. No. 281, New Haven, Conn. Wages increased to first five-years'-service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime increased 5c per hour. Present rates: First year, 22½c; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¼c; thereafter, 28½c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$20,000.

Div. No. 282, Rochester, N. Y. Present rates: First 6 months' service men, 24c per hour; second 6 months, 26c; to those of one or more years of service, 28c per hour. Interurban: 30c per hour. Oneida Third rail: 33½c per hour. Wages increased 1½c per hour. Rate of increase 6 per cent. Aggregate annual increase, \$56,000.

Div. No. 285, Steubenville, O. Wage rates increased 1c per hour. Present rates: First year men, 24c; second year, 26c; third year, 28c; to those of three or more years of service 30c per hour. Rate of increase 3½ per cent. Aggregate annual increase, \$2,400.

Div. No. 312, Davenport, Ia. Rates increased to those of two or more years of service, 1c per hour. Present rates: First-year service men, 23c per hour; second year, 24c; third year, 27c; thereafter, 29c per hour. Rate of increase approximately 3½ per cent. Aggregate annual increase, \$5,800.

Div. No. 313, Rock Island, Ill. Rates increased to those of two or more years of service, 1c per hour. Present rates: First-year-service men, 23c per hour; second year, 24c; third year, 27c; thereafter, 29c per hour. Rate of increase approximately 3½ per cent. Aggregate annual increase, \$5,800.

Div. No. 334, Boone, Ia. Wages increased to men of one or more years of service, ½c per hour. Present rates: First six-months-service men, 20c per hour; second six months, 21c; thereafter, 24c per hour. Rate of increase approximately 2 per cent. Aggregate annual increase, \$700.

Div. No. 358, Cumberland, Md. Wages increased 3c per hour. Present rate, 26c per hour. Rate of increase approximately 13 per cent. Aggregate annual increase, \$4,900.

Div. No. 379, Niles, O. Wages increased to second six-months'-service men, ½c per hour; thereafter, 1c per hour. Present rates: First six-months'-service men 28c per hour; second six months, 29½c; thereafter, 31c per hour. Rate of increase approximately 3 per cent. Aggregate annual increase, \$2,900.

Div. No. 389, Mansfield, O. Rates of wage increased to second six-months'-service men and thereafter, 1c per hour. Present rates: First six months, 18c per hour; second six months, 21c; second year, 23c; thereafter, 24c per hour. Rate of increase approximately 4 per cent. Aggregate annual increase, \$1,600.

Div. No. 416, Peoria, Ill. Rates increased 2c an hour. Present rates: First year service men, 23c; second year, 25c; to those of two or more years of service, 28c per hour. Rate of increase approximately 8 per cent. Aggregate annual increase, \$24,000.

Div. No. 421, Mt. Carmel Pa. Wages increased to "extra regular" men, 1c per hour; to regular men, 3c per hour. Present rates: 22c per hour to extra men; 23c per hour to "extra regular" men and 25c per hour to regular men. Rate of increase 5 to 9 per cent. Aggregate annual increase, \$4,200.

Div. No. 425, Hartford, Conn. Wages increased to first five-years'-service men, ½c per hour; to those to five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$16,000.

Div. No. 430, Mauch Chunk, Pa. Wages increased 2c per hour. Present rates: First six months' service men, 21c; second six months, 22c; second year, 23c; to those of two or more years of service, 24c per hour. Rate of increase approximately 9 per cent. Aggregate annual increase, \$3,000.

Div. No. 441, Des Moines, Ia. Wages increased 1c per hour. Present rates: First year men, 24c; second-year men, 25c; third-year men, 29c. Rate of increase approximately 4 per cent. Aggregate annual increase, \$21,000.

Div. No. 443, Stamford, Conn. Wages increased to first five-years'-service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10 per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase \$1,200.

Div. No. 455, Portsmouth, O. Rates increased to one or more years'-service men. Present rates: To first-year men, 20c; to second-year men, 23c; third-year men, 24c; thereafter, 25c per hour. Rate of increase approximately 9 per cent. Aggregate annual increase, \$1,800.

Div. No. 459, Bridgeport, Conn. Wages increased to first five-years'-service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$8,000.

Div. No. 469, Derby, Conn. Wages increased to first five-years'-service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour.

Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10 per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$1,100.

Div. No. 476, Norwalk, Conn. Wages increased to first five-years' service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$1,800.

Div. No. 479, Middletown, Conn. Wages increased to first five-years' service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$1,300.

Div. No. 481, Port Chester, N. Y. Wages increased to first five-years' service men, ½c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereafter, 28½c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$2,700.

Div. No. 482, New London, Conn. Wages increased to first five year men ½c per hour; to those of five or more years of service, 1c per hour. Present rates: First year service men, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¾c; thereover, 28½c per hour; overtime 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$1,700.

Div. No. 497, Pittsburg, Kan. Present wage rate: First year service men, 25c per hour; second, third, fourth and fifth years' service men, 26c per hour; to those of five or more years of service, 27c per hour. Wage increase 1c per hour to those of five or more years of service. Rate of increase approximately 4 per cent. Aggregate annual increase, \$2,400.

Div. No. 507, Marengo, Ill. Wages increased 1c per hour. Present rates: First 6 months, 24c; second 6 months, 27c; thereafter 29c per hour. Rate of increase approximately 4 per cent. Aggregate annual increase, \$1,000.

Div. No. 513, Bartonville, Ill. Wages increased 1c per hour. Present rates: First

six-months'-service men, 23c per hour; second and third six months, 29c per hour; thereafter, 30c per hour. Rate of increase approximately 3½ per cent. Aggregate annual increase, \$1,000.

Div. No. 540, Trenton, N. J. Rates increased 1c per hour. Present rate, 26c per hour. Rate of increase approximately 4 per cent. Aggregate annual increase, \$11,000.

Div. No. 542, Waterloo, N. Y. Wage rates increased 1½c per hour to first year service men; 1c to second and third year men and 2c to those of three or more years of service. Present rates: First year service men, 19c; second year, 21c; third year, 23c; to those of three or more years of service, 24c per hour. Rate of increase 5 to 9 per cent. Aggregate annual increase, \$1,400.

Div. No. 544, Williamstown, Pa. Present rates: First year service men, 19c per hour second year, 21c; to those of two or more years of service, 22c per hour. Wages increased 2c per hour. Rate of increase, 10 per cent. Aggregate annual increase, \$1,600.

Div. No. 549, Northampton, Mass. Present rates: To first year service men, 25c per hour; second year, 26c; third year, 27c; fourth year, 28c; fifth year, 29c; to those of five or more years of service, 30c per hour. Rates increased from rate of 21, 22½, 23, 24, 24½ and 26c per hour, respectively, as classified. Rate of increase 16 per cent. Aggregate annual increase, \$9,600.

Div. No. 553, Schenectady, N. Y. Present wage rates: Standard gauge: Motormen and conductors, 35c per hour; brakemen, 31c per hour. Rates increased 2c per hour. Narrow gauge: First 6 months service men, 23c per hour; second 6 months, 25c; to those of one or more years of service, 28c per hour. Rates increased 3c per hour. Rates of increase 6 per cent and 15 per cent. Aggregate annual increase, \$1,800.

Div. No. 558, Shreveport, La. Wages increased 1c per hour. Present rates: First six-months'-service men, 22c per hour; second six months, 23c; second year, 24c; third year, 25c; fourth year, 26c; fifth year, 27c per hour. Rate of increase approximately 4 per cent. Aggregate annual increase, \$3,600.

Div. No. 559, Albia, Ia. Wages increased 1½c per hour. Present rate, 20c per hour. Rate of increase 8 per cent. Aggregate annual increase, \$600.

Div. No. 568, Erie, Pa. Wage rates increased 1c per hour to those of three or more years of service. Present rates: First year service men, 23c; second year, 25c; third year, 26½c; fourth year, 28c; to those of four or more years of service, 29c per

hour. Rate of increase  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$4,000.

Div. No. 570, Waterbury, Conn. Wages increased to first five-years'-service men,  $\frac{1}{2}$ c per hour; to those of five or more years of service, 1c per hour; overtime, 5c per hour. Present rates: First year,  $22\frac{1}{2}$ c per hour; second year,  $23\frac{1}{2}$ c; third year, 24c; fourth year,  $25\frac{1}{2}$ c; fifth year,  $26\frac{1}{2}$ c; thereafter,  $28\frac{1}{2}$ c per hour; overtime, 10c per hour additional. Rate of increase approximately 3 per cent. Aggregate annual increase, \$4,800.

Div. No. 572, Frostburg, Md. Present rates: Passenger service: 26c per hour. Freight service: 28c per hour. Rates increased 3c per hour to conductors and 1c per hour to motormen. Rates of increase, 12 per cent and 4 per cent. Aggregate annual increase, \$1,400.

Div. No. 576, Schenectady, N. Y. Present rates: First 6 months service men,  $24\frac{1}{2}$ c per hour; second 6 months,  $26\frac{1}{2}$ c; second year,  $28\frac{1}{2}$ c; interurban service, 30c per hour. Wages increased  $1\frac{1}{2}$ c per hour. Rate of increase approximately 6 per cent. Aggregate annual increase, \$24,000.

Div. No. 577, Augusta, Ga. Present rates: First year service men, 18c per hour; third year, 19c; fourth year, 20c; fifth year, 21c; to those of five or more years of service, 22c per hour. Rates increased 1c per hour to first year service men. Aggregate annual increase, \$400.

Div. No. 580, Syracuse, N. Y. Present rates: First 6 months service men,  $24\frac{1}{2}$ c per hour; second 6 months,  $26\frac{1}{2}$ c; second year,  $28\frac{1}{2}$ c; interurban service, 30c per hour. Wages increased  $1\frac{1}{2}$ c per hour. Rate of increase approximately 6 per cent. Aggregate annual increase, \$38,000.

Div. No. 582, Utica, N. Y. Present rates: First 6 months service men,  $24\frac{1}{2}$ c per hour; second 6 months,  $26\frac{1}{2}$ c; second year,  $28\frac{1}{2}$ c; interurban service, 30c per hour. Wages increased  $1\frac{1}{2}$ c per hour. Rate of increase approximately 6 per cent. Aggregate annual increase, \$24,800.

Div. No. 589, Boston, Mass. Wage rates increased to surface men from 1 to 4c per hour. The present rates are—For first six months,  $26\frac{1}{2}$ c; second six months,  $26\frac{1}{2}$ c; second year,  $27\frac{1}{2}$ c; third year,  $28\frac{1}{2}$ c; fourth and fifth years,  $29\frac{1}{2}$ c; to those of five or more years of service,  $31\frac{1}{2}$ c per hour. Elevated service. Present rates: First year service men, motormen —  $29\frac{1}{2}$ c; second year, 30c; third year,  $30\frac{1}{2}$ c; fourth year,  $31\frac{1}{2}$ c; fifth year,  $32\frac{1}{2}$ c; to those of five or more years of service, 33c per hour. Conductors: First year service men, 25c; second year, 26c; third year,  $26\frac{1}{2}$ c; fourth year, 27c; fifth year,  $27\frac{1}{2}$ c; to those of five or more years of service, 28c per hour. Wage

rates were more or less proportionately increased to all members of Div. No. 589 outside of the train service. Rates of increase range from 4 to 30 per cent and with some crafts more than 30 per cent. The aggregate annual increase was approximately \$1,100,000.

Div. No. 592, Fredonia, N. Y. Wage rates increased 1c per hour to those of three or more years of service. Present rates: First year service men, 23c; second year, 25c; third year,  $26\frac{1}{2}$ c; fourth year, 28c; to those of four or more years of service, 29c per hour. Rate of increase  $3\frac{1}{2}$  per cent. Aggregate annual increase, \$1,800.

Div. No. 598, Crown Point, Ind. Present rate: First six months' service men, 25c per hour; second six months,  $27\frac{1}{2}$ c; to those of one or more years of service,  $28\frac{1}{2}$ c per hour. The maximum rate was increased 1c per hour. Estimate of aggregate annual increase unavailable.

Div. No. 599, Muscatine, Ia. Wages advanced to men of over one years in the serv-

(Continued on page 14)

## NOTICE TO FINANCIAL SECRETARIES.

There has been issued to the Financial Secretaries a circular letter calling their attention to the laws of the Association upon the receiving and suspending of members. The law requires that with each monthly report the Financial Secretary shall send the names of the newly initiated members, giving their full names, for enrollment in the General Office. The law also requires that the Secretary shall each month send the full names of members who have been expelled, suspended or withdrawn from the Division. In the past some secretaries have neglected to carry out this law and have let members stand over who should have been suspended and have neglected to record members who should have been recorded. This practice will not be allowed any more and we hereby specially call the attention of secretaries to the necessity of complying with the law and sending each month the full name of the newly initiated member so that his certificate of membership can be forwarded and to notifying us of the suspended and withdrawn members so that their names can be dropped from the roll. In the future Section 53 of the Constitution will be strictly adhered to and no rebate will be made where secretaries have neglected to report suspended members or those who have withdrawn or left the Association. Neither will any transfer of per capita, paid upon such members, be made to new members whom they have neglected to enroll.

Yours fraternally,

W. D. MAHON,  
International President.

# The Motorman and Conductor

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Monthly

W. D. MAHON, President



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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division Associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

Best wishes for a happy and successful New Year.

A New Year greeting means the expression of a sincere concern in the happiness and prosperity of the one to whom it is extended.

The obligation undertaken by members of a trade union is consistent with the meaning of a New Year greeting. Every applicant takes the obligation on becoming a member.

Every officer of the Amalgamated Association, local as well as international, has taken and is under the ritualistic obligation which is practically, in every sense and effect, a standing New Year greeting.

If our Association obligation is meaningless, and its taking and pledge of keeping is insincere, what consolation does one of such insincerity expect to convey to the recipient of his professed well wishes? Insincerity is as discoverable as a counterfeit coin. None wants the other fellow to know that the coin he has shoved him is spurious. There is a like purpose in the insincerity of an obligation.

Most people are sincere. Most members of the trade union movement are sincere. In civic life, treachery develops in political strife. Never as a whole on principles. Party principles are always known. But in the pursuit of party spoils and political office. In the Association there is but one

set of principles, hence, no political party. All political strife must be within the one set of principles and under the one obligation. Cases at times come to notice where the trade union spirit does not prevail.

Within Division No. 589 there has come to light the conduct of a political campaign in which all of the spirit of trade unionism was shut out, the obligation thrown to the winds and the ties of associate brotherhood rent asunder in a chase after political preferment. Secret political gatherings were held, money used, a special campaign headquarters established, false, defamatory reports effectually circulated against officers nominated for re-election and the laws and usages of the Association applying to elections violated with a brazen effrontery that would shatter the standard of ethics of a stockyard precinct political vassal. Appeal was made to the International President, under whose direction the local made an investigation, the result of which prompted action by the local directing that the entire election be set aside and that another election be held in accordance with the laws of the Association. The International President, in approving the action of the local, did so in line with his time-honored purpose to uphold the laws and obligation of the locals and International Association. The Boston case clearly illustrates that the laws and usages of the Association can not and will not permit exploitation to gratify selfish ambitions for political preferment or otherwise.

The next regular meeting of the General Executive Board will take place at the General Office, Detroit, Mich., convening at 10 o'clock, Monday, February 15, 1915, by order of Chairman Magnus Sinclair.

The unorganized should read the record of the Amalgamated Association for the year 1914 and reflect. There is little reason why every street or electric railway employ should not join the Amalgamated Association. It is the only institution that inspires better wages.

Divisions Nos. 241 and 260 of Chicago have pooled their interests and consolidated under the banner of Division No. 241. From the time of her institution until the institution of Div. No. 589, Boston, Div. No. 241 held the distinction of being numerically the largest local of the Amalgamated Association. At the institution of the big Boston local, 241 was compelled to yield her rank to that local. Now, with the acquisition of Div. No. 260, she outpaces the Boston local and becomes, so far as any record is reported, the largest local trade union, in respect to the number of members, in the known world. The local has over 12,000 members.

"A man's good breeding is the best security against another's bad manners."—Chesterfield.

#### LAWS ON WITHDRAWAL CARDS.

Inasmuch as there seems to be some misunderstanding on the part of some of the Financial Secretaries and officers of Local Divisions on the subject of withdrawal cards, I take this means of calling their attention to those laws.

The laws covering the issuance of withdrawal cards are covered by the General Constitution from Section 128 to 135. The law provides that any member who has been in continuous membership over six months is entitled to a withdrawal card if leaving the Division in good standing with clear records in the Local Division. A person who has been a member for less than six months cannot secure a withdrawal card. In case they withdraw a record is made in the Local and International office stating that they withdrew without card.

No withdrawal card can be granted to any member who remains in the service in the capacity that he is eligible to membership in the Organization, neither can resignations of members who remain in the service that would make them eligible, be accepted by Local Divisions.

Where a member has been six months in the Organization and leaves the service, for any reason, in good standing, he is entitled to a withdrawal card. That withdrawal card is good to reinstate him in con-

tinuous membership, for six months. After the period of six months has elapsed, the withdrawal card is not good to reinstate him. Should a member withdraw, say from Division 40 on the first day of January and remain out of the Association during the months of January, February and March and then be eligible under our laws to become a member of Division 50, he would deposit his withdrawal card with the Financial Secretary of Division 50 and pay to that Secretary 75 cents a month for the three months that he had been out. That would be \$2.25 he would pay the Secretary. The Secretary would accept this card, communicate with the General Office and forward per capita for the three months that the member had been out, and notify the Office that he had deposited his card and become a member of that Division. Then the member would be placed in good standing in the General Office and his card transferred to the Division that he had affiliated with. If a member has a card out for over six months, he will deposit the card as an application to a Division, but he must pay the regular initiation fee and the Secretary in reporting him for enrollment will state that he had been a member of such a Division and had deposited his withdrawal card.

Where a member holding a withdrawal card enters the service where there is a Local Division of the Association, he shall deposit his withdrawal card within thirty (30) days after having entered the service and should he fail to do this, his card will be annulled and he will be dealt with as a new member.

Should a member desire to transfer from one Division to another, who has been in service up to the time he desires to make this transfer, he will get his withdrawal card from the Division he is then a member of and take that card to the Division he desires to transfer to and deposit it. There is no initiation or charges of any kind upon this kind of a transfer. Say he withdrew from Division No. 40 on the last day of January and deposited that card with Division No. 50, he would commence paying his dues in Division No. 50 for the month of February. This is the case where it is issued as a withdrawal card. Where members have been in the Association less than six months and want to transfer in the same manner direct from one Division to another, in that case the withdrawal card is issued as a transfer card and it is given the member, who transfers the same as above specified to the other Division, without any additional cost.

Now all Financial Secretaries in issuing or accepting cards should observe these laws. They should carefully read all of the sections above specified and thoroughly familiarize themselves with the same.

Yours fraternally,

W. D. MAHON,  
International President.

## DECEMBER WORK OF INTERNATIONAL OFFICERS.

International President W. D. Mahon in December granted a charter for the affiliation of Div. No. 675, Amarillo, Tex., organized by A. F. of L. Org. J. W. Cummings. Aside from general supervision of the Association the International President visited Cincinnati, O., where he assisted Div. No. 627 in the adjustment of accumulated misunderstandings between the company and local. Later he was called to Boston, Mass., where internal contention had arisen from charged violation of the election laws and policies of the Association. Upon this work he had associated with him Vice-Pres. P. J. O'Brien and G. E. B. Members Fred Fay and John H. Reardon. President Mahon attended meetings of the Boston local, where he heard the complaints of the circulation of unwarranted pre-election charges against the past official conduct of the Division. After advising upon a course to pursue the President returned to the General Offices until after Christmas, when he went back to Boston in the interest of the proceedings resultant from the aforesaid complaints. He was upon the Boston situation at the close of the month. During the course of his work in Boston the President visited Div. No. 618, Providence, R. I., and addressed a meeting of that local.

Vice-Pres. J. J. Thorpe, under advice of his physician, left Bad Axe, Mich., for West Palm Beach, Fla. On his way to Florida Vice-Pres. Thorpe was accompanied by his physician to Ann Arbor, where he underwent expert examination, as a result of which he continued his transit to Florida. It is reported that with the exception of the fatigue he stood the journey well. Vice-Pres. Thorpe becomes also General Executive Board Member pro tem to fill the vacancy caused by the recent death of late Brother Richard Cornelius of Div. No. 518, San Francisco, Cal. This is provided in Section 19 of the Constitution and General Laws. This section involves the additional office of Board Member pro tem in such case upon the first Vice-President.

Vice-Pres. George Keenan completed the arbitration of the wage rate in the interest of members of Div. No. 497, Pittsburg, Kan., early in December and returned to his home in Rochester, N. Y. The result of the arbitration award granted to the members of the Pittsburg Division an increase of 1 cent per hour to those of five or more years of service and retained the former rate of 25 cents for first year men and 26 cents to those between the first and fifth years of service.

Vice-Pres. P. J. O'Brien early in December reported the completing of the organizing of Div. No. 673, New Bedford, Mass. In his report bearing upon this local he states that the Division is well officered and well progressing under the direction of

the membership. Other work of Vice-Pres. O'Brien was in association with the International President in the interest of Div. No. 589, Boston, Mass., and a visit to Div. No. 618, Providence, R. I., where he attended in company with the International President and addressed a meeting of that local.

Vice-Pres. Ben Bowbeer represented the International Association at the funeral of late General Executive Board Member Richard Cornelius, whose death occurred Nov. 29.

Int. Treas. Rezin Orr during December was occupied with work upon the new Headquarters Building proposition. He prepared exhibits for the Association to be placed on exhibition at the Panama-Pacific Exposition, which takes place in 1915. Aside from this work he attended the final meeting of Div. No. 260, Chicago, Ill., preparatory to that local consolidating with Div. No. 241. He also attended to the duties of the International President during his absence from the office.

G. E. B. Chairman Magnus Sinclair early in December was required to give his attention to the affairs of Div. No. 107, Hamilton, Ont. Among other matters involving the attention of that local was the waiving of a minimum wage clause in the agreement in the interest of extra men. Due to the depression occasioned by the war the company retrenched by lessening the number of runs in the service and submitted to the local that in the event that the minimum wage clause should be waived, those upon the extra list would not be crowded into the ranks of the unemployed by the return of regular men to the extra list. Chairman Sinclair reported all matters of the Division adjusted and made special mention of the harmonious relations between the local and the management of the employing company.

G. E. B. Member Fred Fay during December continued in assistance of the locals the members of which are employed by the Bay State Railway. The work was that of preparation and submission for arbitration of the wage scale. The hearings are reported to have begun Dec. 17 and were continuing at the close of the year, subject to intermissions declared by the board of arbitrators. Aside from this work Board Member Fay associated with International President W. D. Mahon upon his work in Boston. He also assisted the Boston local upon matters of grievance with the company, among which was the question of seniority applying to a division of the employees, which was adjusted. Upon his work in the east Board Member Fay visited Detroit to consult with the International President.



G. E. B. Member Edw. McMorrow associated with President Mahon in adjustment work in Cincinnati in the interest of Div. No. 627. At the close of this work he was dispatched to Augusta, Ga., upon agreement work and while in the south lent assistance to Div. No. 590, Columbia, S. C., upon agreement work. The agreement in the interest of Div. No. 577, Augusta, Ga., was consummated by a continuance of the old schedule of conditions and wages. In Columbia the question of renewal of agreement was in a conference stage when Board Member McMorrow returned to his home in Chicago.

G. E. M. Member Wm. B. Fitzgerald in December had under his advisement the adjusting of the question of length of agreement in the interest of Div. No. 85, Pittsburgh, Pa., subjects of which were previously submitted to arbitration. It appears that in the award handed down by the arbitrators, the arbitrators erred in fixing the term of agreement at two years and six months, it being contended that this question was not before the arbitrators for their consideration. This matter was pending at the close of the month. Other work that received the attention of Board Member Fitzgerald in December was the matter of wages in the interest of the maintenance department of the members of Div. No. 304, Glens Falls, N. Y. He also attended a meeting of Div. No. 528, Tarentum, Pa., where a dispute had arisen relative to the question of appropriating funds of the local. At East Liverpool, O., he gave his attention to a grievance resulting from failure of the company to put into effect the five hour service pay provision of the agreement. This matter was adjusted. He attended meetings of Divs. 580, Syracuse, and 582, Utica, N. Y., upon grievance work and advised with the officers of Div. No. 282, Rochester, N. Y., upon grievance work.

G. E. B. Member P. J. Shea assisted Div. No. 168, Scranton, Pa., upon arbitration of two reinstatement cases which were successfully decided in the interest of the members. He assisted Div. No. 655, Scranton, Pa., upon grievance work in which reinstatement of two members was secured. He visited Philadelphia, Pa., being called there upon the embezzlement cases against former officers of Division No. 477. The cases were discontinued by the application of the statute of limitation. At the close of December Board Member Shea was assisting Div. No. 164, Wilkes-Barre, Pa., upon wage agreement work.

G. E. B. Member J. C. Colgan, who was at Vincennes, Ind., at the close of the preceding month, reports that the lockout contest of Div. No. 670 was declared at an end. The employees locked out abandoned the effort to re-establish themselves in employment with the company, the members having generally engaged in other employ-

ment. Later, Board Member Colgan was dispatched to Kankakee, Ill., in the interest of Div. No. 611 upon agreement work. He was engaged in this work at the close of the month.

G. E. B. Member John H. Reardon in December rendered assistance to Div. No. 314, Glens Falls, N. Y., upon grievance work. He also rendered assistance to Div. No. 537, Holyoke, Mass. He attended a meeting of Div. No. 570, Waterbury, Conn., and assisted the International President in work upon the Boston situation. He reported an increase of one cent per hour for the trainmen upon the Hudson Valley lines, Div. No. 304, Glens Falls and No. 560, Saratoga Springs, N. Y.

### STRIKES AND LOCKOUTS.

Div. No. 524, Oskaloosa, Ia., has notified the International office that the management of the employing company declines to undertake any adjustment of the lockout situation that has existed, involving the members, since Oct. 5, 1913. The members are insistent in maintaining the company upon the unfair list and adopt that as an indefinite course subject to any future change in the apparent purpose of the company. The members have generally entered employment in other occupations. This action has been taken due to the long period of the contest and its evident future course. This action was taken to assume under date of Nov. 22.

The evening of Dec. 15 there assembled in the banquet hall of the Burns hotel, Detroit, 42 erstwhile Detroit horse car drivers who are now motormen and conductors in the employ of the Detroit United. International Treasurer Rezin Orr explained that the meeting had been called at the instance of himself and others of horse car days experience as a sort of reunion. And it was a reunion. Space will not permit of the program enacted, but every man present was a pioneer trade unionist of the varied experiences attendant and ably contributed his share to the occasion. Bro. Green, who is an executive board member of Div. No. 26, reported 106 former horse car men yet in the employ of the D. U. R. A feature of the event was the entertainment contributed by Bro. John Middleton of the Woodward line, who is always in demand as a soloist, President Stanley Anderson and Business Agent Garrett Burns, of Div. No. 26, were invited guests. They made short addresses, paying tribute to the pioneers. A permanent club was organized by the election of Hon. Wm. H. Jones of the Michigan state legislature as president, and Bro. Geo. Wright, 677 Commonwealth avenue, secretary. An initiation fee of 15 cents was fixed as a fee for applicants, the proceeds to defray postage and petty expense. The next meeting was left to the call of Bro. Jones. A vote of appreciation was tendered the International Treasurer.

## SYNOPSIS OF ASSOCIATION'S HISTORY FOR THE YEAR 1914.

(Continued from page 9)

ice, 1c per hour. Present rates: First 6 months service men, 21c; second 6 months, 22c; thereafter, 24c. Rate of increase approximately 4 per cent. Aggregate annual increase, \$1,000.

Div. No. 600, Waltham, Mass. Present wage rates: First year service men, 24c per hour; second year, 26c; third year, 28c; fourth year, 29c; to those of four or more years of service, 30c per hour. These rates were increased from—First six months service men, 20½c per hour; second 6 months, 21½c; second year, 22½c; third year, 23c; fourth year, 24c; fifth year, 24½c; sixth year, 25c; seventh year, 25½c; to those of 7 or more years of service, 27c per hour. These rates were increased from 3 to 6 cents per hour, an average of approximately 14 per cent. Wages to members in the maintenance department were increased proportionately. Aggregate annual increase \$42,000.

Div. No. 601, Westerly, R. I. Present rates: First year service men, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¼c; to those of five or more years of service, 28½c per hour; overtime, 10c per hour additional. Rates increased to first five year men, ½c per hour; to those of five or more years of service, 1c per hour. Rate of increase approximately 3 per cent. Aggregate annual increase, \$2,600.

Div. No. 610, Charleston, S. C. Present rates: Extra men, 17c per hour; regular men, first and second year service men, 19c per hour; third and fourth year service men, 20c per hour; to those of four or more years of service, 21c per hour; overtime, 50 per cent additional. Service day of less than 9 hours, pay for full 9 hours service. Increase consists of additional wages for overtime and 9 hours pay for runs less than 9 hours. Aggregate annual increase estimated at \$3,200.

Div. No. 620, Framingham, Mass. Present rates: To first year service men, 24c per hour; second year, 25c; third year, 26c; fourth year, 27c; fifth year, 28c; to those of five or more years of service, 29c per hour. Rates increased ½c per hour. Rate of increase 2 per cent. Aggregate annual increase, \$3,400.

Div. No. 623, Buffalo, N. Y. Rates increased to those of three or more years of service 1c per hour. Present rates: First year service men, 23c; second year, 24c; third year, 25c; fourth year, 27c; fifth year, 28c; sixth to ninth year inclusive, 29c; to those of nine or more years of service, 30c per hour. Rate of increase approximately 3½ per cent. Aggregate annual increase,

\$38,000. (Buffalo Southern Railway.) Present rate: 25c per hour. Rate increased 1c per hour. Rate of increase 4 per cent. Aggregate annual increase, \$500.

Div. No. 624, Buffalo, N. Y. Wage rates increased 1c per hour to those of three or more years of service. Present rates: First year service men, 23c; second year, 25c; third year, 26½c; fourth year, 28c; to those of four or more years of service, 29c per hour. Rate of increase 3½ per cent. Aggregate annual increase, \$4,200.

Div. No. 627, Cincinnati, O. Present rates: First 6 months service men, 20c per hour; second 6 months, 21c; second and third years, 23c; fourth and fifth years, 24c; sixth and seventh years, 25c; eighth year, 26c; to those of 8 or more years of service, 27c per hour. Rates increased 1c per hour to sixth, eighth and ninth year service men. Aggregate annual increase, \$8,800.

Div. No. 634, Cincinnati, O. Present wage rates: First 6 months service men, 21c per hour; second 6 months, 22c; second and third year, 24c; fourth, fifth and sixth years, 25c; seventh and eighth years, 26c; ninth year, 27c; to those of nine or more years of service, 28c per hour. Rates increased 1c per hour. Rate of increase approximately 4 per cent. Aggregate annual increase, \$2,600.

Div. No. 638, Cedar Rapids, Ia. Present rates: First 6 months service men, 21c per hour; second 6 months, 22c; second year, 24c; third year, 25c; to those of three or more years of service, 26c per hour. Rates increased 1c per hour to those of more than one year of service. Rate of increase 4 per cent. Aggregate annual increase, \$4,300. An overtime rate of 7c per hour is paid.

Div. No. 645, Indianapolis, Ind. Wages increased to first year service men, 1c; thereafter, 2c per hour. Present rates: First year service men, 21c per hour; second year, 23c; third year, 24c; fourth year, 25c; fifth year, 26c; sixth year 27c per hour. Rate of increase approximately 8 per cent. Aggregate annual increase, \$48,000.

Div. No. 650, Saybrook, Conn. Present rates: First year service men, 22½c per hour; second year, 23½c; third year, 24c; fourth year, 25¼c; fifth year, 26¼c; to those of five or more years of service, 28½c per hour; overtime 10c per hour additional. Rates increased to first five year men, ½c per hour; to those of five or more years of service, 1c per hour. Rate of increase approximately 3 per cent. Aggregate annual increase, \$1,400.

Div. No. 651, Billings, Mont. Present rates: Service day of 9 hours. To extra men, 25c per hour; to first year service men \$2.50; second year service men, \$2.75; to

those of two or more years of service, \$3 per day. This wage adjustment was effected by establishing a 9-hour service day upon the previous 10-hour service day rate, netting an increase of 11 per cent in the hourly rate. Aggregate annual increase results in extension of employment through reduction of the hours of the service day.

Div. No. 654, Hubbard, O. Rates increased to second six months service men,  $\frac{1}{2}$ c per hour; thereafter, 1c per hour. Present rates: First 6 months,  $27\frac{1}{2}$ c per hour; second 6 months, 29c; thereafter,  $30\frac{1}{2}$ c per hour. Rate of increase approximately 3 per cent. Aggregate annual increase, \$2,100.

Div. No. 657, Monessen, Pa. Present rates: First 6 months service men, 23c per hour; second 6 months, 24c; second year, 25c; third year, 26c; fourth year, 27c; to those of four or more years of service, 28c per hour. Rates increased to those of six or more months of service, 1c per hour. Rate of increase 4 per cent. Aggregate annual increase, \$1,500.

Div. No. 660, Centralia, Ill. Present wage rate: 20c per hour. Rate increased  $2\frac{1}{2}$ c per hour. Rate of increase  $12\frac{1}{2}$ c per cent. Aggregate annual increase, \$1,600.

Eighty locals are represented in the above wage increases. These eighty locals represent a total of 27,904 members.

The total aggregate annual increase above stated is approximately \$1,762,000.

The Charleston, S. C. local was the only one that submitted an estimate of the aggregate annual increase resultant from overtime and full paid runs obtained during the year. This local secured an increase only in respect to these two features.

Of the 79 locals that received direct increases in wage, some obtained extra pay for overtime and extra pay for short runs, but many of them had these features in their agreement prior to the agreements of 1914 and no consideration has been given to what accrues to the members through those features in the estimates of the aggregate annual increases. It amounts to thousands of dollars which could be added to the aggregate annual increase given and there is no question but that if fair estimates could be obtained, the actual aggregate annual increase that accrued during the year would reach far in excess of two millions of dollars.

The authentic data available on direct wage aggregate of the locals mentioned, is as follows:

Increased wage rates for regular service obtained to the members of 79 locals.

The 79 locals reported as having received increased wages for regular service represent 27,800 members of the Association.

The aggregate annual increase given as having accrued by increased wage rates that obtained for regular service approximates in authentic estimates. \$1,762,000.

Compensation considerations to the members of the above locals in free transportation, extra pay for overtime, etc., that add materially to the regular wages as above given are noted in agreement conditions as follows:

Div. No. 52, East Liverpool, O. Unlimited free transportation; 8 hours pay for runs of less than 8 hours; 25c per day extra for instructing students; 5 hours pay to extra men called for work or to report when no work at all or less than 5 hours is available; pay for continuous time to regular men called back to do extra work after the completion of the regular service day.

Div. No. 89, New Castle, Pa. Free transportation; one-sixth time added for line and, work and freight car service, time and one-half for all overtime in excess of 11 hours; 25c per day extra for instructing students.

Div. No. 98, Akron, O. Free transportation;  $2\frac{1}{2}$ c per hour additional for instructing new men.

Div. No. 114, Youngstown, O. Free transportation; one-sixth time added for line, sand work and freight car service; time and one-half for all overtime in excess of 11 hours; 25c per day extra for instructing students.

Div. No. 132, Troy, N. Y. Free transportation; time and one-half for snowplow and sweeper work.

Div. No. 148, Albany, N. Y. Free transportation; time and one-half for snowplow and sweeper work.

Div. No. 163, Meriden, Conn. Free transportation; 10c per hour additional for overtime; 5c additional for snowplow, sweeper and salt-car work.

Div. No. 169, Easton, Pa. Two cents per hour extra for overtime.

Div. No. 176, Sharon, Pa. Free transportation; one-sixth time added for line, sand work and freight car service; time and one-half for all overtime in excess of 11 hours; 25c per day extra for instructing students; pay for meal relief.

Div. No. 199, Ottumwa, Ia. Free transportation; week day schedule pay for Sunday service where runs are scheduled with less time than week day schedules.

Div. No. 215, Wheaton, Ill. Five cents per hour additional for overtime upon city lines and 10c per hour additional for overtime upon the Third Rail; 50c per day extra for instructing newly employed men.

Div. No. 242, Montpelier, Vt. Free transportation.

Div. No. 262, Norwich, Conn. Free transportation; 10c per hour extra for overtime.

Div. No. 268, Cleveland, O. (N. O. T.) Free transportation;  $2\frac{1}{2}$ c per hour additional for instructing new men.

Div. No. 269, Danbury, Conn. Free transportation; 2c per hour extra for holiday and Fair week work.

Div. No. 272, Youngstown, O. Free transportation; one-sixth time added for line, sand work and freight car service; time and

one-half for all overtime in excess of 11 hours; 25c per day extra for instructing students.

Div. No. 276, Stockton, Cal. Free transportation; 5c per hour additional for overtime.

Div. No. 279, Ottawa, Ont. Free transportation; double time for extras and trippers; 2c per hour extra for Sunday work; the company to supply uniforms, caps and badges free of charge.

Div. No. 281, New Haven, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 282, Rochester, N. Y. Free transportation; time and one-half for overtime or extra work; overtime and extra work to be counted from termination of regular service day where such service has previously been rendered within the day prior to entrance upon the extra or overtime work; 9 hours service pay for runs of less than 9 hours.

Div. No. 285, Steubenville, O. Unlimited free transportation; 8 hours pay for runs of less than 8 hours; 25c per day extra for instructing students; 5 hours pay to extra men called for work or to report when no work at all or less than 5 hours is available; pay for continuous time to regular men called back to do extra work after the completion of the regular service day.

Div. No. 312, Davenport, Ia. Free transportation; 7c per hour additional for overtime.

Div. No. 313, Rock Island, Ill. Free transportation; 7c per hour additional for overtime.

Div. No. 334, Boone, Ia. Free transportation for employes and 24 free tickets per month for families of employes.

Div. No. 358, Cumberland, Md. Free transportation; time and one-half for overtime.

Div. No. 379, Niles, O. Free transportation; one-sixth time added for line, sand work and freight car service; time and one-half for all overtime in excess of 11 hours; 25c per day extra for instructing students.

Div. No. 389, Mansfield, O. Free transportation.

Div. No. 416, Peoria, Ill. Free transportation; 50c per hour for emergency service.

Div. No. 425, Hartford, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 430, Mauch Chunk, Pa. Free transportation for employes and employes' families of married men and mothers of single men.

Div. No. 441, Des Moines, Ia. Free transportation; 5c per hour extra for overtime.

Div. No. 443, Stamford, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 459, Bridgeport, Conn. Free transportation; 10c per hour extra for over-

time; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 469, Derby, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 476, Norwalk, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 479, Middletown, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 481, Port Chester, N. Y. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 482, New London, Conn. Free transportation; 10c per hour extra for overtime.

Div. No. 450, Trenton, N. J. Free transportation.

Div. No. 542, Waterloo, N. Y. Free transportation to employes and employes' families; time and one-half for overtime; 5c per hour additional for instructing new men.

Div. No. 549, Northampton, Mass. Time extended 20 minutes on each end of the service day in excess of regular platform work, commonly called "reporting" and "turning in" time.

Div. No. 558, Shreveport, La. Free transportation; time and one-half for overtime.

Div. No. 559, Albia, Ia. Free transportation; time and one-half for overtime.

Div. No. 568, Erie, Pa. Free transportation; time and one-half for snowplow and sweeper service.

Div. No. 570, Waterbury, Conn. Free transportation; 10c per hour extra for overtime; 5c per hour extra for snowplow, sweeper and salt-car work.

Div. No. 752, Frostburg, Md. Free transportation; time and one-half for overtime.

Div. No. 576, Schenectady, N. Y. Free transportation; time and one-half for overtime or extra work; overtime and extra work to be counted from termination of regular service day where such service has previously been rendered within the day prior to entrance upon the extra or overtime work; 9 hours service pay for runs of less than 9 hours.

Div. No. 580, Syracuse, N. Y. Free transportation; time and one-half for overtime or extra work; overtime and extra work to be counted from termination of regular service day where such service has previously been rendered within the day prior to entrance upon the extra or overtime work; 9 hours service pay for runs of less than 9 hours.

Div. No. 582, Utica, N. Y. Free transportation; time and one-half for overtime or extra work; overtime and extra work to be counted from termination of regular service day where such service has been previously rendered within the day prior to entrance upon the extra or overtime work; 9 hours pay for runs of less than 9 hours.

Div. No. 589, Boston, Mass. Time and one-fourth for the operation of special cars between 12 o'clock midnight and 5 a. m.; snowplow and sweeper work, 45c per hour to motormen and 35c per hour to others employed on such work; 2½c per hour additional for instructing newly employed men; for making out accident reports, 10c extra for each report; overtime for employes other than blue uniform men, 50 per cent additional; time and one-third for special or irregular night work in the maintenance department; 25 to 50 per cent for overtime in excess of the service day outside of the regular consecutive time within which the service day is to be completed.

Div. No. 592, Fredonia, N. Y. Free transportation; time and one-half for work on snowplow and sweeper.

Div. No. 598, Crown Point, Ind. Free transportation.

Div. No. 599, Muscatine, Ia. Free transportation; 5c per hour additional for overtime.

Div. No. 600, Waltham, Mass. Free transportation; 5c per hour extra for snowplow and sweeper work.

Div. No. 601, Westerly, R. I. Free transportation; 10c per hour extra for overtime.

Div. No. 620, Framingham, Mass. 10c per hour extra for snowplow and sweeper work; 25c per day extra for instructing new men.

Div. No. 624, Buffalo, N. Y. Free transportation; time and one-half for snowplow and sweeper work.

Div. No. 627, Cincinnati, O. Time and one-half for overtime; time and one-half for snowplow and sweeper work.

Div. No. 638, Cedar Rapids, Ia. Free transportation; 7c per hour extra for overtime; service pay from reporting time to the termination of the service day with 15 minutes extra pay for conductors reporting; pay for deadheading.

Div. No. 650, Saybrook, Conn. Free transportation; 10c per hour extra for overtime.

Div. No. 654, Hubbard, O. Free transportation; one-sixth time added for line, sand work and freight service; time and one-half for all overtime in excess of 11 hours. 25c per day for instructing students; pay for meal relief.

Div. No. 660, Centralia, Ill. Free transportation; time and one-half for overtime.

In most of the above instances of overtime, etc., the change has been only in the increased rate of wage by which the increased overtime wage was advanced. Instances where overtime and free transportation obtain as new conditions were few and generally only the newer Division Associations with whom 1914 agreements were the first obtained.

Overtime and free transportation prevail proportionately to other locals not enumerated as having received increased wages.

All locals receive free transportation to and from work. Most locals receive full free transportation to employes either off

or on duty. A few locals enjoy free transportation for their families.

Employees representing the membership of 28 locals of the Association obtained readjustments of the service day in which the service day was shortened from one to three hours. This condition has extended employment to some 1200 men who would have otherwise been of the army of unemployed.

Wage adjustments effected by the Association in the interests of employes not given in above schedules are on record. For instance, wage increases obtained upon interurban lines in Indiana, among whom was instituted Div. No. 642. After securing a substantial increase in wage this local was abandoned by the membership. The record of the wage adjustment in Terre Haute, Ind., secured through the organization of Div. 648, is not available in respect to the increase in wages. Wage rates were materially increased to the members of that local. Wages were also increased through the effort of organization in Richmond, Ind. There are several instances of like effect, including Baltimore, Md., where an increase of two cents per hour was obtained directly through the efforts of the Association and this Baltimore increase aggregated \$130,000 per year.

### Arbitration.

During the course of the year awards in arbitration of wages, involving the members of 15 local Divisions, were handed down. These divisions were:

- Div. No. 52, East Liverpool, O.
- Div. No. 85, Pittsburgh, Pa.
- Div. No. 242, Montpelier, Vt.
- Div. No. 282, Rochester, N. Y.
- Div. No. 285, Steubenville, O.
- Div. No. 416, Peoria, Ill.
- Div. No. 497, Pittsburg, Kan.
- Div. No. 549, Northampton, Mass.
- Div. No. 576, Schenectady, N. Y.
- Div. No. 577, Augusta, Ga.
- Div. No. 580, Syracuse, N. Y.
- Div. No. 582, Utica, N. Y.
- Div. No. 589, Boston, Mass.
- Div. No. 600, Waltham, Mass.
- Div. No. 645, Indianapolis, Ind.

Increases in wage obtained in each instance is noted in the schedule of wage increases to local Divisions, excepting in the cases of Div. No. 85, Pittsburgh, Pa., and Div. No. 577, Augusta, Ga. With the two latter Divisions the arbitration award maintained the previous existing wage scale. In both instances the company sought to obtain a reduction in the wage. The locals succeeded in retaining their old wage scales and working conditions.

Locals involved in arbitration cases were assisted by International officers as follows:

Divisions Nos. 52 and 285, East Liverpool and Steubenville, O., were assisted by Int. Treas. Rezin Orr.

Divisions Nos. 85, Pittsburgh, Pa., 242, Montpelier, Vt. and 549, Northampton,

Mass., were assisted by G. E. B. Member John H. Reardon.

Divisions Nos. 282, Rochester, 576, Schenectady, 580, Syracuse and 582, Utica, N. Y., were assisted by G. E. B. Member Wm. B. Fitzgerald.

Division No. 416, Peoria, Ill., was assisted by G. E. B. Member Edward McMorrow.

Division No. 497, Pittsburg, Kan., was assisted by Vice Pres. George Keenan.

Division No. 577, Augusta, Ga., was assisted by Vice Pres. Ben Commons.

Divisions Nos. 589, Boston, and 600, Wal-  
tham, Mass., were assisted by G. E. B. Mem-  
ber Fred Fay.

Division No. 645, Indianapolis, Ind., was assisted by Vice Pres. John J. Thorpe.

The aggregate annual increase that ob-  
tained through arbitration was approxi-  
mately \$1,378,200.

The experience of the Association in ar-  
bitration for the year 1914 was in line with  
experiences of former years. Arbitration  
is clearly a compromise method of adjusting  
differences. In every instance, except in  
that of Div. No. 85, Pittsburgh, Pa., the var-  
ious locals were the aggressors in apply-  
ing for a change in the wage rate. In the  
case of Div. No. 85, the company took the  
initiative and demanded a severe reduction  
in wages. This was met by a demand for  
an increase and resulted in an award con-  
tinuing the former wage rates. In other  
cases where increased rates obtained to the  
employees, the rates awarded were strikingly  
lower than the wage rates demanded by the  
local Divisions and inspired the presumption  
that employing companies prefer to rely up-  
on the judgment of a fairly constituted ar-  
bitration board rather than offer compro-  
mise rates in the interest of the company.  
If arbitration presents a question mark to  
the membership of the Association, it is  
evidently proportionately popular with the  
employing companies. In more than one  
instance has the result of arbitration  
dropped below what could have obtained  
through conciliation conferences. But ar-  
bitration is deeply rooted in its support by  
public opinion, a fact that cannot be ig-  
nored by the Association and it will likely  
become more universal as time goes on as  
a means of adjusting wage disputes involv-  
ing the Association.

#### Death, Disability and Old Age Benefit Pay- ments.

During the year 1914, disbursements were  
made from the Death, Disability and Old  
Age Benefit Fund to beneficiaries of mem-  
bers deceased as follows:

Div. No. 22, Worcester, Mass.	
Clain, Geo. L., deceased; to Catherine A. Clain, beneficiary	\$800.00
Iasinski, Czaly, deceased; to Thos. J. Welch, Fin. Sec., for funeral expenses	100.00
Killela, Richard Jos., deceased; to Mary Killela, beneficiary	100.00
Morrill, Walter C., deceased; to Frances E. Morrill, beneficiary	800.00
O'Coin, Joseph, deceased; to Mrs. Joseph O'Coin, beneficiary	100.00
Whalen, Edward R., deceased; to Mrs.	

#### Div. No. 26, Detroit, Mich.

Lowe, Jos., deceased; to Catherine Lowe, beneficiary	800.00
McCullough, W. B., deceased; to Mary McCullough, beneficiary	800.00
Petripren, Henry, deceased; to Irene Petipren, beneficiary	250.00
Sheffield, Chas. S., deceased; to W. S. Sheffield, beneficiary	100.00

#### Div. No. 78, Galveston, Tex.

McGinty, J. A., deceased; to Mrs. S. P. McGinty, beneficiary	800.00
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#### Div. No. 85, Pittsburgh, Pa.

Bauer, Geo., deceased; to Mrs. Minnie Bauer, beneficiary	100.00
Bishop, Geo. N., deceased; to Mrs. Geo. N. Bishop, beneficiary	250.00
Burns, Jno. Jos., deceased; to Mrs. Annie Burns, beneficiary	250.00
Burr, Robt. J., deceased; to Mrs. Robt. J. Burr, beneficiary	100.00
Calhoun, Jno. A., deceased; to H. P. Calhoun, administrator, for beneficiaries	600.00
Clair, Edw. J., deceased; to Mrs. Edw. J. Clair, beneficiary	600.00
Cramer, Michael, deceased; to Mrs. Jno. McNamara, beneficiary	150.00
Diffenbacher, N. G., deceased; to Mrs. N. G. Diffenbacher, beneficiary	400.00
Hast, Wm. H., deceased; to Mrs. Geo. Hast, beneficiary	400.00
Hefferman, Michael, deceased; to Mary Hefferman, administratrix, for beneficiaries	800.00
Hemphill, S. W., deceased; to Dollar Savings & Trust Co. of Pittsburgh, administrator, for beneficiaries	700.00
Hohman, Nicholas, deceased; to Mrs. Nicholas Hohman, beneficiary	100.00
Hungate, Lee, deceased; to Mrs. Lee Hungate, beneficiary	400.00
Kalbfell, Chas., deceased; to Mrs. Chas. Kalbfell, beneficiary	250.00
Kelser, Louis J., deceased; to Mrs. S. E. Kelser, beneficiary	500.00
Kirsch, Wm., deceased; to Mrs. Mary Kirsch, beneficiary	800.00
Lawler, Peter J., deceased; to Jno. Lawler and Mrs. Mary Burreas, beneficiar- ies	400.00
Leechman, Michael, deceased; to Mrs. Michael Leechman, beneficiary	150.00
Lowe, Geo. H., deceased; to Mrs. Sarah Lowe, beneficiary	800.00
Maloney, Patrick, deceased; to Geo. J. Waugman, administrator, for beneficiar- ies	800.00
McGuinnis, Jas., deceased; to Mrs. Jas. McGuinnis, beneficiary	400.00
O'Brien, Jno., deceased; to Mrs. Jno. O'Brien, beneficiary	250.00
Regan, Thos. F., deceased; to Mrs. Thos. F. Regan, beneficiary	700.00
Smith, Geo., deceased; to Mrs. Anna Smith, beneficiary	400.00
Smith, L. H., deceased; to Mrs. L. H. Smith, beneficiary	600.00
Stockdale, J. A., deceased; to Mrs. J. A. Stockdale, beneficiary	700.00
Ward, Wm. J., deceased; to Mrs. Mar- garet Ward, beneficiary	400.00
Wilson, Daniel B., deceased; to W. S. Newcomer, administrator, for bene- ficiaries	400.00

#### Div. No. 89, New Castle, Pa.

McClelland, H. B., deceased; to Samuel McClelland, beneficiary	800.00
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#### Div. No. 90, Mt. Clemens, Mich.

Heine, Otto, deceased; to Mrs. Lucy Heine, beneficiary	800.00
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#### Div. No. 98, Akron, O.

Shannon, Wm. E., deceased; to Jenette Shannon, beneficiary	800.00
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#### Div. No. 99, Winnipeg, Man.

Derbyshire, J., deceased; to Mrs. J. Derbyshire, beneficiary	500.00
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#### Div. No. 101, Vancouver, B. C.

Fawcett, Richard, deceased; to Mrs. Le-	
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Geall, Chas., deceased; to Mrs. Grace Geall, beneficiary	800.00	Shanley, beneficiary	800.00
McNamee, Bernard, deceased; to Mrs. Margaret McNamee, beneficiary	150.00	Turner, Isaac, deceased; to Arthur Turner, beneficiary	250.00
Riddoch, Wm., deceased; to Mrs. Isabelle Riddoch, beneficiary	100.00	Div. No. 134, New Westminster, B. C.	
Div. No. 103, Wheeling, W. Va.		Lougheed, Lindsey, deceased; to Ruth Lougheed, beneficiary	100.00
Berstler, Clyde, deceased; to Mrs. Laura Berstler, beneficiary	800.00	Simpson, Jno., deceased; to Chas. Simpson, beneficiary	500.00
Conley, Fred, deceased; to Mrs. Mary Conley, beneficiary	100.00	Div. No. 148, Albany, N. Y.	
Harth, Adam, deceased; to Mrs. Mary C. Harth, beneficiary	800.00	Burke, Patrick, deceased; to Mrs. Catherine Wasserbach and Miss Mary Burke, beneficiaries	700.00
Hatfield, S. L., deceased; to Mrs. Mollie Hatfield, beneficiary	800.00	Lahey, Jno., deceased; to Mrs. Mary Ventz, Mrs. Anna Lippoth and Mrs. Cecillia Dunney, beneficiaries	100.00
Palmer, W. H., deceased; to Mary Caroline Palmer, beneficiary	800.00	Potter, Wm., deceased; to Mrs. Charlotte E. Potter, beneficiary	800.00
Tucker, Jno. J., deceased; to Margaret Josephine Tucker, beneficiary	800.00	Welch, Thos., deceased; to Maurice J. Whelan, Fin. Sec., for beneficiary	700.00
Div. No. 107, Hamilton, Ont.		Div. No. 164, Wilkes-Barre, Pa.	
Featherstone, Jno., deceased; to Mrs. J. Featherstone, beneficiary	800.00	Loughney, Thos., deceased; to Mrs. Mary Loughney, beneficiary	400.00
Histed, John, deceased; to John Henry Histed, beneficiary	800.00	McBryan, Larry, deceased; to Mrs. Larry McBryan, beneficiary	100.00
Howard, Ross, deceased; to Mrs. Ross Howard, beneficiary	150.00	Div. No. 165, Girardville, Pa.	
MacLaren, George, deceased; to Mrs. George MacLaren, beneficiary	400.00	Northey, Jas., deceased; to Mrs. Letitia May Northey, beneficiary	700.00
Whyte, Wm., deceased; to Mrs. Wm. Whyte, beneficiary	400.00	Div. No. 174, Fall River, Mass.	
Div. No. 109, Victoria, B. C.		Silvia, Frank P., deceased; to Peter J. Silvia, beneficiary	150.00
Corder, Thos. N., deceased; to Mrs. Harriet Corder, beneficiary	250.00	Div. No. 176, Sharon, Pa.	
Murray, Murdo, deceased; to R. A. C. Dewar, Fin. Sec., for funeral expenses	150.00	Mattix, Elijah, deceased; to C. F. Kinsell, Fin. Sec., for beneficiaries	800.00
Preston, Jno., deceased; to R. A. C. Dewar, Fin. Sec., for funeral expenses	100.00	Div. No. 192, Oakland, Cal.	
Div. No. 111, Ypsilanti, Mich.		Athey, Wm. E., deceased; to Mrs. Helen Athey, beneficiary	800.00
Hollis, Geo., deceased; to Mrs. Geo. Hollis, beneficiary	800.00	Dixon, Clemon A., deceased; to Mrs. Mary Feeney, beneficiary	800.00
Maloney, Clifford, deceased; to Jno. H. Maloney, beneficiary	100.00	Div. No. 194, New Orleans, La.	
Div. No. 113, Toronto, Ont.		Brink, Henry B., deceased; to August Brink, administrator, for beneficiaries	800.00
Blackham, Arthur J., deceased; to Mrs. Agnes L. Blackham, beneficiary	150.00	Cassagne, J., deceased; to Mrs. J. Cassagne, beneficiary	400.00
Braudon, G. A., deceased; to W. D. Robbins, Fin. Sec., for funeral expenses	400.00	Daussat, Henry R., deceased; to Widow Gabriel Daussat, beneficiary	100.00
Cheesman, A. C., deceased; to W. D. Robbins, Fin. Sec., for beneficiary	800.00	Deeters, Henry, deceased; to Mrs. Henry Deeters, beneficiary	800.00
Graham, D., deceased; to Mrs. D. Graham, beneficiary	800.00	Ferran, Anthony, deceased; to Maximin Ferran, administrator, for beneficiaries	800.00
Haacke, Geo., deceased; to Mrs. Geo. Haacke, beneficiary	400.00	Fleury, Chas. E., deceased; to Mrs. Chas. E. Fleury, beneficiary	800.00
Lightfoot, Raymond W., deceased; to Mrs. Raymond Lightfoot, beneficiary	150.00	Gernon, Michael, deceased; to Mrs. Michael Gernon, beneficiary	400.00
Roberts, G. R., deceased; to Mrs. G. R. Roberts, beneficiary	400.00	Gersdorf, Aug., deceased; to Mrs. Aug. Gersdorf, beneficiary	800.00
Weir, M., deceased; to Mrs. M. Weir, beneficiary	800.00	Guedon, O. G., deceased; to Mrs. Zoe Hogan, testamentary executrix, for beneficiary	100.00
Div. No. 114, Youngstown, O.		Hayman, Jno. S., deceased; to Geo. Hayman, beneficiary	250.00
Kendall, Harry M., deceased; to Julia Kendall, beneficiary	800.00	Helt, Jno. A., deceased; to Mrs. Jno. A. Helt, beneficiary	800.00
Yocum, Harry, deceased; to Mrs. Annie Yocum, beneficiary	800.00	Jacobs, Adolph Wm., deceased; to Mrs. Adolph W. Jacobs, beneficiary	500.00
Div. No. 118, Pottsville, Pa.		Jones, Chas. Mortimer, deceased; to Thos. J. Jones, Sr., testamentary executor, for beneficiaries	250.00
Cooney, Jno. F., deceased; to Mary Cooney, beneficiary	800.00	Karl, N., deceased; to Mrs. N. Karl, beneficiary	800.00
Div. No. 125, East St. Louis, Ill.		Labusquiere, L., deceased; to Mrs. L. Labusquiere, beneficiary	800.00
Childers, Chas. E., deceased; to Florence Childers, beneficiary	250.00	Lindenberg, Fred, deceased; to Julia Beatrice and H. Lindenberg, beneficiaries	800.00
McElligott, Maurice, deceased; to Mrs. Mary McElligott, beneficiary	800.00	Pate, J. S., deceased; to Mrs. Wm. A. Page, beneficiary	600.00
Smith, Wm. H., deceased; to Mrs. Amy Smith, beneficiary	800.00	Patton, Thos., deceased; to Mrs. Thos. Patton, beneficiary	500.00
Tillman, Wm., deceased; to Miss Francis Tillman, beneficiary	800.00	Phillips, H., deceased; to Mrs. H. Phillips, beneficiary	250.00
Div. No. 122, Troy, N. Y.		Pinero, Henry, deceased; to Mrs. Henry Pinero, beneficiary	700.00
Bowe, Jno., deceased; to Mrs. Sarah Bowe, beneficiary	800.00	Plenge, Fred, deceased; to Mrs. Fred Plenge, beneficiary	800.00
Brott, Solomon J., deceased; to Mrs. Annie Brott, beneficiary	250.00	Poursine, A. J., deceased; to Mrs. A. J. Poursine, beneficiary	800.00
Goyer, Clarence, deceased; to Alonzo Goyer, beneficiary	800.00	Priez, Victor, deceased; to Mrs. Victor Priez, beneficiary	250.00
Keegan, Jno., deceased; to Mrs. Catherine Keegan, beneficiary	800.00	Raymond, Sidney, deceased; to Armand, Octave and Edna, beneficiaries	
McLaughlin, Samuel, deceased; to Mrs. Harriet McLaughlin, beneficiary	800.00		
O'Malley, Jas., deceased; to Chas. E. O'Malley, beneficiary	800.00		



Revertigat, J. A., deceased; to Mrs. J. A. Revertigat, beneficiary	500.00	Dever, Jas., deceased; to Mrs. Mary Dever, beneficiary	800.00
Schamback, L., deceased; to Mrs. L. Schamback, beneficiary	800.00	Eudle, Jno. A., deceased; to Wm. Taber, Fin. Sec., for funeral and tombstone expenses	405.00
Smith, Harry C., deceased; to Markham J. and Edw. G. Smith, beneficiaries	700.00	Fanning, Wm., deceased; to Wm. Taber, Fin. Sec., for funeral expenses	150.00
Soler, Narcisse, deceased; to Edw. J. Soler, dative tutor, for beneficiary	250.00	Galoon, Eric G., deceased; to Dr. Benjamin P. Galoon, for beneficiaries	800.00
Tobin, Wm. M., deceased; to Mrs. Wm. M. Tobin, beneficiary	800.00	Herbert, Arthur E., deceased; to Wm. H. Vaughn, guardian, for beneficiary	800.00
Tompkins, J., deceased; to Widow Patrick Tompkins, beneficiary	800.00	Hess, Jas. M., deceased; to Mrs. Annie Hess, beneficiary	700.00
Div. No. 197, Hoadville, Pa.			
Shaw, Sherman E., deceased; to Jas. E. McKay, Fin. Sec., for fdrnal expenses	100.00	Hogan, Harry, deceased; to Mrs. Marie Hogan, beneficiary	150.00
Div. No. 199, Ottumwa, Iowa.			
Toole, W. L., deceased; to Mrs. W. L. Toole, beneficiary	800.00	Jarm, Edw., deceased; to Mrs. Caroline Jarm, beneficiary	800.00
Div. No. 201, Ithaca, N. Y.			
Conway, Thos., deceased; to Mrs. Thos. Conway, beneficiary	150.00	Johnson, Arthur G., deceased; to Mrs. Vera Johnson, beneficiary	250.00
Div. No. 212, Wheaton, Ill.			
Shayler, Burton C., deceased; to Lucy Shayler, beneficiary	150.00	Johnson, Chas., deceased; to Mrs. Anna K. Johnson, beneficiary	800.00
Webb, C. A., deceased; to Emilie Webb, beneficiary	150.00	Johnson, Jno., deceased; to Andrew Johnson, beneficiary	800.00
Div. No. 223, Butler, Pa.			
Hampton, Jos., deceased; to Ody J. Hampton, beneficiary	400.00	Justesen, Jas., deceased; to Mrs. Meta Justesen, beneficiary	800.00
McMeekin, W. J., deceased; to E. Laura McMeekin, beneficiary	400.00	Kayser, Adolph, deceased; to Mrs. Annie Kayser, beneficiary	250.00
Zeigler, Abraham H., deceased; to Mrs. L. Blanche Zeigler, beneficiary	800.00	Keefe, Jas. J., deceased; to Jas. Keefe, Sr., guardian, for beneficiary	800.00
Div. No. 228, Joliet, Ill.			
Clark, Chas. N., deceased; to Albert A. Dodge, Fin. Sec., for beneficiary	150.00	Keegan, Patrick, deceased; to Mrs. Margaret Keegan, beneficiary	800.00
Waters, Frank, deceased; to Mrs. Frank Waters, beneficiary	150.00	Kelly, Albert, deceased; to Nellie A. Kelly, beneficiary	700.00
Div. No. 235, Brockton, Mass.			
Carlson, Ivar, deceased; to Mrs. Ivar Carlson, beneficiary	600.00	Kennedy, Benjamin, deceased; to Mrs. Mary Reed, beneficiary	700.00
Div. No. 238, Lynn, Mass.			
Cunningham, Geo. F., deceased; to Mrs. Mary Cunningham, beneficiary	100.00	Krummenacker, Jos. P., deceased; to David P. Kinsella, guardian, for beneficiary	800.00
French, Wm., deceased; to Mary Ann French, beneficiary	800.00	Laird, Wm., deceased; to Mrs. Ada Laird, beneficiary	100.00
Neville, Jno., deceased; to Mary Ann Neville, beneficiary	800.00	Long, Howard, deceased; to Mrs. Frieda Long, beneficiary	150.00
Walton, Waldo P., deceased; to Emily Walton, beneficiary	800.00	McAndrew, Jno., deceased; to Mrs. Chas. Gallagher and Mrs. Patrick Hogan, beneficiaries	250.00
Div. No. 240, Chelsea, Mass.			
Armstrong, Wm. S., deceased; to Mrs. Anna May Armstrong, beneficiary	500.00	Nicholson, Dominock, deceased; to Mrs. Jane Nicholson, beneficiary	150.00
Baum, Max, deceased; to Esther Baum, beneficiary	500.00	Peterson, Carl, deceased; to Mrs. Ingri H. Peterson, beneficiary	800.00
Deehan, Thos. F., deceased; to Mrs. Mary Deehan, beneficiary	100.00	Retzki, Felix, deceased; to Mrs. Augusta Retzki, beneficiary	500.00
Keefe, Daniel, deceased; to Mrs. Catherine Keefe, beneficiary	150.00	Robinson, Geo., deceased; to Mrs. Margaret Robinson, beneficiary	100.00
Silverman, Louis, deceased; to Mrs. Elva L. Silverman, beneficiary	250.00	Ryan, James, deceased; to Mrs. Bridget Ryan, beneficiary	250.00
Div. No. 241, Chicago, Ill.			
Allaby, Jas., deceased; to Mrs. Georgiana Allaby, beneficiary	800.00	Russell, Albert, deceased; to Mrs. Hattie Robinson, beneficiary	800.00
Alm, Peter, deceased; to Mrs. Betty Alm, beneficiary	800.00	Schemmel, Robt. H., deceased; to Mrs. Henriette Clark, beneficiary	600.00
Barley, Albert F., deceased; to Mrs. Anna Barley, beneficiary	800.00	Scully, Henry N., deceased; to Mrs. Josephine Scully, beneficiary	100.00
Beckman, Anton, deceased; to Mrs. Mary Beckman, beneficiary	150.00	Smith, Geo. D., deceased; to Mrs. Susan Smith, beneficiary	100.00
Belding, Harvey, deceased; to Mrs. Jennie L. Bethel and Miss Vinia A. Belding, beneficiaries	800.00	Smith, Jas. J., deceased; to Mrs. Johannah Smith, beneficiary	500.00
Beucher, Conrad, deceased; to Mrs. Mary Beucher, beneficiary	700.00	Smith, Wm. J., deceased; to Mrs. Daisy Smith, beneficiary	250.00
Blank, Fred, deceased; to Mrs. Anna Blank, beneficiary	800.00	Strong, Clarence L., deceased; to Fred D. Strong, beneficiary	100.00
Boddy, Wm. J., deceased; to Mrs. Katherine O'Donnell, beneficiary	700.00	Sullivan, Jerome, deceased; to Mrs. Mary Sullivan, beneficiary	500.00
Boyle, Richard, deceased; to Mrs. Louise Boyle, beneficiary	800.00	Swiech, Andrew, deceased; to Mrs. Alexandra Swiech, beneficiary	600.00
Burr, Clifford, deceased; to Mrs. Wm. T. Jones, beneficiary	800.00	Thompson, Hugh, deceased; to Mrs. Susan Thompson, beneficiary	800.00
Butler, Patrick, deceased; to Mrs. Jennie Downs and Miss Honora Butler, beneficiaries	800.00	Velt, Michael, deceased; to Mrs. Hannah Velt, beneficiary	800.00
Connelly, Jno., deceased; to James Connelly and Catherine Connelly, beneficiaries	600.00	Warren, Jno., deceased; to Mrs. Nettie Warren, beneficiary	600.00
		Wilcox, Edw. F., deceased; to Mrs. Anna Wilcox, beneficiary	800.00
		Williams, Nicholas, deceased; to Myrtle and Grace Williams, beneficiaries	150.00
		Woehler, Bruno, deceased; to Mrs. Theresa Woehler, beneficiary	700.00
		Div. No. 242, Montpelier, Vt.	
		Anderson, Herbert D., deceased; to Chas. H. Reagan, Fin. Sec., for beneficiary	400.00
		Div. No. 245, Salem, Mass.	
		Gilchrist, R. S., deceased; to Rose Gil-	

christ, beneficiary .....	800.00	drew Swanson, beneficiary .....	800.00
McCabe, Michael, deceased; to Mary McCabe, beneficiary .....	500.00	Tucker, A. B., deceased; to Mrs. A. B. Tucker, beneficiary .....	600.00
McCabe, Owen, deceased; to S. A. Morgan, Fin. Sec., for funeral expenses .....	100.00	Yasas, Frank, deceased; to Maurice Lynch, Fin. Sec., for funeral expenses .....	100.00
Tyrbusky, Jno. F., deceased; to S. A. Morgan, Fin. Sec., for beneficiary ....	800.00	Div. No. 266, Cleveland, O.	
Beach, Wm. F., deceased; to Mrs. Wm. F. Beach, beneficiary .....	800.00	Brett, Jas., deceased; to Mrs. Jas. Brett, beneficiary .....	700.00
Div. No. 253, Quincy, Mass.		Carrier, David H., deceased; to Mrs. D. H. Carrier, beneficiary .....	150.00
Barnard, Walter H., deceased; to Harriet T. Barnard, beneficiary .....	800.00	Colvin, L. C., deceased; to A. J. Lane, Power of Attorney, for beneficiary ...	250.00
Chadwick, Harry, deceased; to Grace S. Chadwick, beneficiary .....	800.00	Ferguson, F. D., deceased; to Mrs. F. D. Ferguson, beneficiary .....	700.00
Kelly, Wm., deceased; to Mrs. Ida H. Kelly, beneficiary .....	800.00	Gross, Jordan B., deceased; to Mrs. J. B. Gross, beneficiary .....	250.00
Div. No. 254, Sacramento, Cal.		Palmer, Wm. E., deceased; to Mrs. Ella Palmer, beneficiary .....	700.00
Daly, L. S., deceased; to Mrs. L. S. Daly, beneficiary .....	800.00	Schwieiman, Wm., deceased; to Mrs. Augusta Schwieiman, beneficiary .....	100.00
Walker, Esley, deceased; to Lucinda C. Walker, beneficiary .....	700.00	Scott, H. V., deceased; to Mrs. H. V. Scott, beneficiary .....	100.00
Div. No. 260, Chicago, Ill.		Stampfl, Fred, deceased; to Gottlieb Stampfl, beneficiary .....	400.00
Ahern, Jno., deceased; to Mrs. Anna Squire, guardian, for beneficiary .....	600.00	Strine, Wm., deceased; to Mrs. Wm. Strine, beneficiary .....	700.00
Barnes, Chas. A., deceased; to Mrs. Chas. A. Barnes, beneficiary .....	800.00	Unkefer, F. L., deceased; to Mrs. Evaline Unkefer, beneficiary .....	150.00
Blake, Edw. C., deceased; to Mrs. Edw. C. Blake, beneficiary .....	800.00	Yossie, E., deceased; to Mrs. E. Yossie, beneficiary .....	700.00
Bonfield, M. W., deceased; to Mrs. Mary Bonfield, beneficiary .....	800.00	Div. No. 270, Gloucester, Mass.	
Chase, Walter P., deceased; to Mrs. Walter P. Chase, beneficiary .....	500.00	Nickerson, Jas. M., deceased; to W. J. Pratt, Fin. Sec., for beneficiaries .....	700.00
Clark, Joseph, deceased; to Sallie Stella Farmer and Freda Carolyn Orton, beneficiaries .....	400.00	Div. No. 272, Youngstown, O.	
Collins, Wm. J., deceased; to Mrs. Wm. J. Collins, beneficiary .....	700.00	Phillips, C. H., deceased; to Lauria E. Phillips, beneficiary .....	250.00
Conlon, Maurice, deceased; to Mrs. Maurice Conlon, beneficiary .....	800.00	Div. No. 276, Stockton, Cal.	
Coughlin, Nicholas, deceased; to Mrs. Lawrence Coughlin, beneficiary .....	150.00	Larison, Frederick W., deceased; to A. Ellen Larison, beneficiary .....	600.00
Cullons, Edw. J., deceased; to Mrs. Edw. J. Cullons, beneficiary .....	100.00	Stackpole, Geo. E., deceased; to Mrs. Geo. E. Stackpole, beneficiary .....	100.00
Domke, Julius C. R., deceased; to Mrs. Julius Domke, beneficiary .....	700.00	Div. No. 280, Lowell, Mass.	
Fitzpatrick, Jno., deceased; to Maurice Lynch, Fin. Sec., for beneficiary .....	800.00	Anthony, Michael, deceased; to Thos. C. Sullivan, Sec.-Treas., for beneficiary ..	800.00
Gleason, Jno., deceased; to Maurice Lynch, Fin. Sec., for funeral expenses ..	250.00	Doyle, Henry, deceased; to Mary Louise Doyle, beneficiary .....	700.00
Gleason, Patrick, deceased; to Mrs. Patrick Gleason, beneficiary .....	800.00	Roarke, Jno. F., deceased; to Mary Roarke, beneficiary .....	800.00
Heale, Jas., deceased; to Mrs. Jas. Heale, beneficiary .....	800.00	White, Edw., deceased; to Miss Della Rourke, guardian, for beneficiaries ...	800.00
Henry, Jno. J., deceased; to Maurice Lynch, Fin. Sec., for funeral expenses ..	100.00	Div. No. 281, New Haven, Conn.	
Kelly, Andrew, deceased; to Mrs. Ella C. Renesch, Mary E. Kelly and Margaret F. Kelly, beneficiaries .....	500.00	Hennessey, Jno., deceased; to Mrs. Kate Hennessey, beneficiary .....	150.00
Kelly, Edw. J., deceased; to Mrs. Edw. J. Kelly, beneficiary .....	150.00	Joyce, Peter J., deceased; to Ellen Joyce, beneficiary .....	150.00
Kennedy, Frank, deceased; to Mrs. Frank Kennedy, beneficiary .....	600.00	Mulcahy, Jno., deceased; to Mrs. Michael Mulcahy, beneficiary .....	250.00
Lyman, Thos., deceased; to Maurice Lynch, Fin. Sec., for beneficiaries ....	800.00	Div. No. 282, Rochester, N. Y.	
Lyons, Wm., deceased; to Mrs. Wm. Lyons, beneficiary .....	800.00	Benedict, Henry P., deceased; to Inna Benedict, beneficiary .....	700.00
Mahoney, Jos. T., deceased; to Frances Mahoney, beneficiary .....	800.00	Gerstner, Henry A., deceased; to Mrs. Grace Gerstner, beneficiary .....	800.00
Meagher, Thos. F., deceased; to Wm. Meagher, beneficiary .....	100.00	Marshall, J. G., deceased; to Mrs. Jennie Marshall, beneficiary .....	400.00
Metselko, Dominikas, deceased; to Maurice Lynch, Fin. Sec., for funeral expenses ..	150.00	Wesring, August, deceased; to Catherine Wesring, beneficiary .....	250.00
Muldoon, Philip, deceased; to Mrs. Philip Muldoon, beneficiary .....	800.00	Div. No. 303, Chicago, Ill.	
McDonald, Michael P., deceased; to Mrs. Michael P. McDonald, beneficiary ....	800.00	Cahill, Edw., deceased; to Mrs. Edw. Cahill, beneficiary .....	800.00
Oakey, Jas., deceased; to Mrs. Mary Oakey Costello, beneficiary .....	600.00	Carberry, J., deceased; to Mrs. J. Carberry, beneficiary .....	600.00
O'Brien, Timothy J., deceased; to Mrs. Timothy J. O'Brien, beneficiary .....	700.00	Dearie, J. J., deceased; to Mrs. J. J. Dearie, beneficiary .....	800.00
Peckler, F. T. J., deceased; to Mrs. Hattie Peckler, beneficiary .....	800.00	Dolan, Jas., deceased; to Margaret Grady, administratrix for beneficiaries ..	400.00
Rasch, Otto G., deceased; to Mrs. Otto G. Rasch, beneficiary .....	500.00	Enquist, N., deceased; to Mrs. N. Enquist, beneficiary .....	500.00
Rausch, Jacob, deceased; to Mrs. Jacob Rausch, beneficiary .....	400.00	Gaskell, Lorin E., deceased; to Mrs. Lorin E. Gaskell, beneficiary .....	800.00
Soukup, Jos. V., deceased; to Mrs. Jos. V. Soukup, beneficiary .....	150.00	Gillen, F. P., deceased; to Wm. S. McClenathan, Sec.-Treas., for beneficiaries ..	800.00
		Hall, M. E., deceased; to Mrs. M. E. Hall, beneficiary .....	800.00
		Hartwig, Gust., deceased; to Mrs. Gust. Hartwig, beneficiary .....	250.00
		Hausmann, Ernst, deceased; to Mrs. Elsie Hausmann, beneficiary .....	150.00
		Heimbuck, Chas. B., deceased; to Mrs. Chas. B. Heimbuck, beneficiary .....	100.00

Jaernecke, H., deceased; to Mrs. H. Jaernecke, beneficiary	400.00
Jennings, Jno., deceased; to Mrs. Jno. Jennings, beneficiary	100.00
Karree, T., deceased; to Theresa De-Baere, beneficiary	500.00
Kennedy, Pat., deceased; to W. S. McClenathan, Sec.-Treas., for beneficiaries	400.00
Kirby, M., deceased; to Patrick Kirby, administrator, for beneficiaries	800.00
Klinger, Edw. A., deceased; to Mrs. Edw. A. Klinger, beneficiary	800.00
Lee, J. M., deceased; to Mrs. Della Roberts, beneficiary	600.00
Lethen, A., deceased; to W. S. McClenathan, Sec.-Treas., for beneficiary	500.00
Malloy, Chas., deceased; to W. S. McClenathan, Sec.-Treas., for beneficiaries	150.00
Meyer, C. A., deceased; to Mrs. C. A. Meyer, beneficiary	800.00
McDermott, P., deceased; to W. S. McClenathan, Sec.-Treas., for burial expenses, and Patrick Corrigan, balance	333.00
McGuire, Jno., deceased; to Mrs. Jno. McGuire, beneficiary	250.00
Nagle, Thos., deceased; to Mrs. Thos. Nagle, beneficiary	150.00
Nottke, Henry, deceased; to Mrs. Henry Nottke, beneficiary	800.00
O'Connor, Jno., deceased; to Mrs. Jno. O'Connor, beneficiary	100.00
Prindeville, T. H., deceased; to Mrs. T. H. Prindeville, beneficiary	800.00
Sego, F. A., deceased; to Mrs. F. A. Sego, beneficiary	500.00
Whitcomb, H. S., deceased; to Mrs. H. S. Whitcomb, beneficiary	800.00
Div. No. 312, Davenport, Ia.	
Webb, Geo., deceased; to Mrs. Edna Webb, beneficiary	600.00
Wichman, Jno., deceased; to Mrs. Dora-thea Wichman, beneficiary	400.00
Div. No. 313, Rock Island, Ill.	
Wright, Henry W., deceased; to Mrs. Henry W. Wright, beneficiary	400.00
Div. No. 329, Dubuque, Ia.	
Seeck, A., deceased; to Sue and Alberta Connolly, executrices, for beneficiaries	250.00
Div. No. 373, Hyde Park, Mass.	
Coughlin, Jno. F., deceased; to Bridget E. Coughlin, beneficiary	800.00
Div. No. 390, Elyria, O.	
Hamilton, C. C., deceased; to Mrs. Flora Hamilton, beneficiary	100.00
Mack, John, deceased; to Katherine Mack, beneficiary	800.00
Div. No. 381, Butte, Mont.	
Bush, Geo., deceased; to Edythe Bush, beneficiary	600.00
Div. No. 382, Salt Lake City, Utah.	
Burr, Elmer S., deceased; to Mrs. J. M. Burr, beneficiary	500.00
Burton, Geo. O., deceased; to Mrs. Geo. O. Burton, beneficiary	150.00
Morgan, Ernest E., deceased; to Mrs. Olive Morgan, beneficiary	250.00
Placke, Fred N., deceased; to R. S. Jackson, administrator, for beneficiary	600.00
Div. No. 388, Newburgh, N. Y.	
Denny, Leo H., deceased; to Marcella Denny, beneficiary	250.00
Reed, Walter F., deceased; to Mary Reed, beneficiary	500.00
Div. No. 416, Peoria, Ill.	
Chastian, W. J., deceased; to Leona Chastian, beneficiary	150.00
Cochran, Lea B., deceased; to Eula Cochran, beneficiary	150.00
Garvin, M., deceased; to Mary Kelley, Guardian, for beneficiaries	800.00
Holderman, Fred, deceased; to Frankie Holderman, beneficiary	800.00
Whalen, Wm., deceased; to Elizabeth M. Botoner, beneficiary	800.00
Div. No. 425, Hartford, Conn.	
Dalton, Wm. J., deceased; to Mrs. Margaret Dalton, beneficiary	800.00
Hallisey, Jno. A., deceased; to Mrs. Anna Hallisey, beneficiary	600.00
Keating, Michael J., deceased; to Mrs. Bridget Morrissey Keating, beneficiary	250.00
Div. No. 441, Des Moines, Ia.	
Graves, H. W., deceased; to Myrtle M. Graves, beneficiary	500.00
Hamilton, J. E., deceased; to Mrs. J. E. Hamilton, beneficiary	800.00
Leming, G. B., deceased; to Mrs. G. B. Leming, beneficiary	250.00
Div. No. 443, Stamford, Conn.	
Knapp, Theo., deceased; to Mary Knapp, beneficiary	100.00
Div. No. 448, Springfield, Mass.	
Cushman, Henry W., deceased; to Emily Foster Cushman, beneficiary	100.00
Hallinan, Thos., deceased; to Catherine Granfield Hallinan, beneficiary	150.00
Haynes, A. P., deceased; to Grace Coats Haynes, beneficiary	600.00
Killam, H. D., deceased; to M. J. Hennessey, Fin. Sec., for beneficiary	600.00
Kyle, Jno., deceased; to M. J. Hennessey, Fin. Sec., for beneficiary	150.00
Potaki, Jos., deceased; to M. J. Hennessey, Fin. Sec., for beneficiary	150.00
Scoville, Ernest D., deceased; to Hattie Scoville, beneficiary	600.00
Div. No. 477, Philadelphia, Pa.	
Bonsall, Geo., deceased; to Sarah E. Bonsall, beneficiary	400.00
Eckert, Samuel, deceased; to Thos. J. Klrrean, Fin. Sec., for beneficiary	400.00
Easray, Wm., deceased; to Emma J. Esray, beneficiary	400.00
Hartry, Austin J., deceased; to Mary E. Langbeck, beneficiary	400.00
Krause, Bernard L., deceased; to Mrs. Mary A. Krause, beneficiary	400.00
Schilling, Jos., deceased; to Jos. Schilling, Jr., beneficiary	400.00
Div. No. 481, Port Chester, N. Y.	
Reneghan, Patrick, deceased; to G. Philip, Fin. Sec., for beneficiary	250.00
Div. No. 490, Yonkers, N. Y.	
Slavin, Patrick, deceased; to Mrs. Ellen Slavin, beneficiary	600.00
Wilcox, Chas., deceased; to Frank M. Haight, Fin. Sec., for beneficiary	600.00
Div. No. 496, Pittsfield, Mass.	
Araganallo, Bragio, deceased; to David D. Grant, Fin. Sec., for funeral expenses	100.00
Gingra, Nary, deceased; to Mrs. Nary Gingra, beneficiary	100.00
Lesbinte, Jos. E., deceased; to Caterina Lesbinte, beneficiary	100.00
Div. No. 503, Haverhill, Mass.	
Simpson, Wm. A., deceased; to Harry F. Simpson, beneficiary	250.00
Div. No. 506, Bensselaer, N. Y.	
Stahl, Jno. E., deceased; to Mrs. Jno. E. Stahl, beneficiary	250.00
Div. No. 508, Halifax, N. S.	
Marsh, Thos. Allan, deceased; to Arthur A. Marsh, beneficiary	150.00
Div. No. 516, Middletown, N. Y.	
Smith, Wm. H., deceased; to Mrs. Emma J. Smith, beneficiary	100.00
Div. No. 518, San Francisco, Cal.	
Cornelius, Richard, deceased; to Rosa Cornelius, beneficiary	800.00
Div. No. 519, LaCrosse, Wis.	
Steadman, Geo., deceased; to Mrs. Betty Steadman, beneficiary	400.00
Div. No. 524, Okaloosa, Ia.	
Fox, Geo., deceased; to Christine C. Fox, beneficiary	400.00
Div. No. 537, Holyoke, Mass.	
Haskins, Jno. D., deceased; to Mrs. Jno. D. Haskins, beneficiary	400.00
Div. No. 540, Trenton, N. J.	
Ely, Geo., deceased; to Elizabeth E. Clayton, beneficiary	250.00
Halpin, J., deceased; to Mrs. Claudia Halpin, beneficiary	250.00
Scott, Albert, deceased; to Mrs. C. W. Scott, beneficiary	150.00
Div. No. 549, Northampton, Mass.	
Lennihan, Jerry E., deceased; to Thos.	

Lennihan, beneficiary .....	400.00	Winifred Tansey, beneficiary.....	100.00
Walsh, Jos. T., deceased; to Mary Walsh, beneficiary .....	150.00	Oullette, J. M., deceased; to Mrs. Della Oullette, beneficiary .....	100.00
Div. No. 557, Joliet, Ill.		Patton, Thos., deceased; to Mrs. Dora M. Patton, beneficiary.....	100.00
Hammal, Jno., deceased; to Anna C. Hammal, beneficiary .....	250.00	Powell, Geo. I., deceased; to Mrs. Emma Powell, beneficiary .....	100.00
Div. No. 570, Waterbury, Conn.		Powers, Jno., deceased; to Mrs. Harriet Powers, beneficiary .....	150.00
Farley, Harry, deceased; to Mrs. Amy L. Farley, beneficiary .....	150.00	Rush, Edw., deceased; to Mrs. Bridget Rush, beneficiary .....	100.00
Div. No. 576, Schenectady, N. Y.		Ryan, Jno. J., deceased; to Jas. J. Ryan, beneficiary .....	100.00
Barnes, Milo, deceased; to Mrs. Milo Barnes, beneficiary .....	100.00	Stack, Wm. E., deceased; to Wm. J. Cullinan, Fin. Sec., for funeral expenses .....	100.00
Hebbard, H. E., deceased; to Mrs. H. E. Hebbard, beneficiary .....	150.00	Tynan, Thos. J., deceased; to Ellen V. Tynan, beneficiary .....	100.00
Div. No. 580, Syracuse, N. Y.		Walsh, Wm. J., deceased; to Mrs. Nettie Walsh, beneficiary .....	100.00
Peno, Jno., deceased; to Mrs. Paul Peno, beneficiary .....	150.00	Div. No. 600, Waltham, Mass.	
Wells, W. A., deceased; to Mrs. W. A. Wells, beneficiary .....	150.00	Anthony, Thos., deceased; to Florence M. Anthony, beneficiary.....	100.00
Div. No. 582, Utica, N. Y.		Div. No. 610, Charleston, S. C.	
Boyd, Geo., deceased; to Emma Boyd, beneficiary .....	150.00	Kolb, W. T., deceased; to Mrs. Theodocia Kolb, beneficiary .....	100.00
Cotton, Frank Jas., deceased; to Satie M. Cotton, beneficiary.....	100.00	Div. No. 618, Providence, R. I.	
DeVoe, Edw. A., deceased; to Minnie A. DeVoe, beneficiary .....	150.00	Barney, Stephen C., deceased; to Mrs. Stephen C. Barney, beneficiary.....	100.00
Farr, C. L., deceased; to Lena Mae Farr, beneficiary .....	100.00	Bogue, Jno. F., deceased; to Mrs. Jno. F. Bogue, beneficiary .....	100.00
Lewis, Wm., deceased; to Ella M. Lewis, beneficiary .....	100.00	Candon, Jas., deceased; to Mary A. Candon, beneficiary .....	100.00
McQuade, Jas., deceased; to Catherine Agnes McQuade, beneficiary.....	150.00	Clapp, Wm. T., deceased; to Mrs. Wm. T. Clapp, beneficiary.....	100.00
Div. No. 589, Boston, Mass.		Dwyer, Thos. P., deceased; to Mrs. Thos. P. Dwyer, beneficiary.....	100.00
Addison, Harry, deceased; to Wm. J. Cullinan, Sec.-Treas., for funeral expenses .....	150.00	Harrop, Geo., deceased; to Mrs. Geo. Harrop, beneficiary .....	100.00
Archilles, Jno. T., deceased; to Geo. Archilles, beneficiary .....	100.00	Lynch, Dennis, deceased; to Mrs. Dennis Lynch, beneficiary.....	100.00
Bailey, Hiram M., deceased; to Wm. J. Cullinan, Sec.-Treas., for funeral expenses .....	100.00	Walsh, Jas. H., deceased; to Mrs. Johanna Walsh, beneficiary.....	100.00
Benson, Raymond E., deceased; to Mrs. Avarad Benson, beneficiary.....	100.00	Div. No. 623, Buffalo, N. Y.	
Campbell, Jno., deceased; to Mrs. Mary Campbell, beneficiary .....	150.00	Fields, Thos., deceased; to R. C. Bronson, Fin. Sec., for funeral expenses..	100.00
Chancy, Jno., deceased; to Mrs. Annie Chancy, beneficiary .....	100.00	Mulligan, Jas., deceased; to Mrs. Jas. Mulligan, beneficiary .....	100.00
Copeland, Jno. C., deceased; to Charlotte L. Copeland, beneficiary.....	100.00	Patterson, Wm., deceased; to Nellie Patterson, beneficiary .....	100.00
Cotter, Jno., deceased; to Theresa M. Cotter, beneficiary .....	100.00	Roth, Chas., deceased; to Geo. Roth, beneficiary .....	100.00
Cummings, Richard Patrick, deceased; to Mrs. Annie A. Cummings, beneficiary .....	100.00	Div. No. 627, Cincinnati, O.	
Curnyn, Patrick, deceased; to Mrs. Margaret Curnyn, beneficiary .....	100.00	Daniels, W. H., deceased; to Mrs. W. H. Daniels, beneficiary .....	100.00
Daniels, Herbert C., deceased; to Wm. J. Cullinan, Fin. Sec., for funeral expenses .....	100.00	Jorden, H., deceased; to Thekla Jorden, beneficiary .....	100.00
Deegan, Chas. Henry, deceased; to Mrs. Cecilia A. Deegan, beneficiary.....	100.00	Mitchell, Jas., deceased; to Mrs. Jas. Mitchell, beneficiary .....	100.00
Egan, Jno. J., deceased; to Mrs. Annie Egan, beneficiary .....	100.00	Div. No. 638, Cedar Rapids, Ia.	
Elliott, Wm. Jas., deceased; to Wm. Elliott, beneficiary .....	100.00	Mitchell, Wm. W., deceased; to Minnie J. Mitchell, beneficiary.....	100.00
Flaherty, Matthew, deceased; to Mrs. Sarah Flaherty, beneficiary.....	100.00	Div. No. 645, Indianapolis, Ind.	
Flynn, Jno., deceased; to Mrs. Ellen Flynn, beneficiary .....	100.00	Williams, Jno. W., deceased; to Mrs. Jno. W. Williams, beneficiary.....	100.00
Fopiano, Jos. D., deceased; to Mrs. Catherine F. Fopiano, beneficiary.....	100.00	Div. No. 654, Hubbard, O.	
Hines, Edw. F., deceased; to Mary J. Hines, beneficiary .....	100.00	Hunt, Harry E., deceased; to Fred W. Speyer, Fin. Sec., for beneficiary.....	700.00
Keenan, Eugene M., deceased; to Elizabeth O. Dunlap, beneficiary.....	100.00	Total death benefits paid.....	\$189,793.00
Levee, Jas., deceased; to Mrs. Minnie M. Levee, beneficiary .....	100.00	Disability benefits paid to disabled members during the year 1914 were as follows:	
Mills, Jas. B., deceased; to Mrs. Jas. B. Mills, beneficiary .....	100.00	Div. No. 26, Detroit, Mich.	
Mullen, Bernard, deceased; to Mrs. Bridget Mullen, beneficiary.....	100.00	Walker, Phineas W.....	\$800.00
Murphy, Henry Patrick, deceased; to Miss Julia M. Murphy, beneficiary...	100.00	Div. No. 52, East Liverpool, O.	
McAskill, Daniel, deceased; to Angus McAskill, beneficiary .....	100.00	McDaniel, Henry .....	800.00
McKenney, Jno. F., deceased; to Geo. M. McKenney and Marie Carter, beneficiaries .....	150.00	Div. No. 78, Galveston, Tex.	
O'Brien, Daniel, deceased; to Mrs. Mary O'Brien, beneficiary .....	150.00	Clark, R. F.....	800.00
		Div. No. 85, Pittsburgh, Pa.	
		Hutchinson, S. H.....	250.00
		Div. No. 98, Akron, O.	
		Fallor, John A.....	800.00
		White, Wm.....	150.00
		Div. No. 111, Ypsilanti, Mich.	
		Craft, Edward .....	800.00
		Div. No. 194, New Orleans, La.	
		Villeneuve, O. L.....	800.00
		Div. No. 238, Lynn, Mass.	
		O'Brien, Wm.....	100.00

Div. No. 241, Chicago, Ill.	
O'Keefe, Jos. A. ....	800.00
Div. No. 280, Chicago, Ill.	
Odetta, Byron C. ....	100.00
Div. No. 282, Rochester, N. Y.	
Kelly, Mike. ....	800.00
Offen, Wm. ....	600.00
Div. No. 448, Springfield, Mass.	
Gellinas, John L. ....	600.00
Div. No. 490, Yonkers, N. Y.	
Murphy, Michael. ....	500.00

Total disability benefits paid.....\$8,700.00

Old age benefits were paid to members as follows:

Div. No. 26, Detroit, Mich.	
Flannigan, Peter. ....	\$800.00
Kator, Jeremiah H. ....	800.00

Total Old Age benefits paid.....\$1,600.00

The above schedule of payments of claims to beneficiaries of deceased members shows that there were 430 death benefit claims paid during the year, aggregating \$189,793.

Death benefits averaged \$441.37 as against \$451 for the year 1913 and \$445 for the year 1912. The average amount per death benefit was approximately 2½ per cent less than for the year 1913. This difference is due to the constantly increasing membership, which extends the proportion of deaths of members of more newly acquired locals.

Seventy-one deaths of members non-beneficial were reported. These 71 members were non-beneficial by not having been members one year prior to death, as the Association pays death benefits only on those who have been members for one full year. This number added to the number upon which death benefits were paid shows the death list for the year within the ranks of the Association to be of 501 members as against 379 for the year 1913 and 296 reported for the year 1912. This is an increase of over 34 per cent. The increase of the year 1913 over the year 1912 was 28 per cent. The increased death list, however, is wholly explained by the increase in membership of the Association. The proportion is practically the same as for the previous year.

Of the 501 deaths reported, 52, or over 10 per cent, were resultant from fatal accidents attendant to the occupation. These 52 fatalities were divided, as 15 of the 71 first year members and 37 of those upon whom benefits were paid.

It will be observed that of the deaths of first year members 21 per cent were resultant from accidents in the occupation.

Of the 430 members upon whom death benefits were paid, 8½ per cent of the deaths were resultant from accidents in the occupation.

In contemplating these comparative figures upon accidental deaths it must be borne in mind that the 430 members upon whom death benefits were paid were extended in membership through the 20 years of the Association, while the 21 per cent of the 71 non-beneficial members whose deaths resulted from accidents were within their first year of membership in the Association.

Of the 501 deaths reported, 99 were reported as of tuberculosis. Ninety-one of

these were beneficial and eight were of the first year of membership. Of the 71 deaths reported upon non-beneficial members cause for death was not given in the instance of 18. Among these 18 may have been cases of tuberculosis or even accidents. However that may be, tuberculosis was the cause of the deaths of over 20 per cent of those whose deaths occurred the causes of which were reported. Over 31 per cent of the deaths were occasioned by tuberculosis and accidents.

The Association paid in death benefits upon the deaths of members whose deaths resulted from accidents in the service, \$12,250. This was an average of \$330 per death. This item decreased from the payments made upon accidental deaths in the year 1913. During that year upon 38 claims in which death was resultant from accidents the Association paid \$13,500, or an average of \$382 per claim.

The low average in death benefits paid upon deaths resulting from accidents compared with \$441, the average death benefit, shows that accidents resulting to beneficial members are among the newer members of the beneficial class.

During the year 1914 there were 15 disability benefits paid in the sum of \$8,700 as against the payment of 8 disability claims in the sum of \$4,200 during the year 1913.

Disability benefits for 1914 averaged \$580 each as against \$525 each for the year 1913 and \$400 each for the year 1912.

It will be observed that during the year 1914, \$8,700 was paid for disability benefits and \$12,250 upon death benefits resultant from accidents in the occupation. This shows that as a result of accidents the Association paid in benefits \$20,950 from the Death, Disability and Old Age Benefit Fund.

The year 1914 characterized itself in the history of the Association by the payment of the first old age benefits. There were two old age benefits paid in the sum of \$1,600.

The total paid in benefits from the Death, Disability and Old Age Benefit Fund was \$200,093 as against \$138,200 during the year 1913 and \$114,950 during the year 1912.

During the year 1914 there were paid 430 death claims, 15 disability claims and 2 old age benefit claims, making a total of 447 claims paid. The claims paid averaged \$447.63.

During the year 1914 death, disability and old age benefits were paid to members of 92 locals as against 77 for the year 1913 and 69 for the year 1912.

The Death, Disability and Old Age Benefit Fund is maintained by the contribution of 26 cents per month per member. The amount paid in death, disability and old age benefits from the fund during the year 1914 represents 26c per month per capita of 64,133 members. This shows the Death, Disability and Old Age Benefit Fund to be continuing upon a substantial basis and demonstrates that the policy of wage earners insuring themselves to be carried to the

point of actual insurance would be an inexpensive proposition as compared with what regular life insurance companies charge for insurance. In other words, it shows that a labor organization could conduct an insurance feature at an appreciably low premium and place a substantial assurance to beneficiaries of members within the reach of every wage earner.

The members of the Amalgamated Association have just cause to congratulate themselves upon the beneficial feature of the Association.

### Strikes and Lockouts.

Within the year 1914 there developed twelve strikes and lockouts. There continued into the year four strikes and lockouts that developed within the previous year.

The sixteen locals involved in strikes and lockouts, together with the number of members involved in each local were as follows:

Div. No. 19, Colorado Springs, Col.—Locked out April 14, 1914; 124 members involved.

Div. No. 173, Hazleton, Pa.—Strike declared Dec. 31, 1913; 42 members involved.

Div. No. 242, Montpelier, Vt.—Strike declared Feb. 5, 1914; 28 members involved.

Div. No. 497, Pittsburg, Kan.—Strike declared July 7, 1914; 158 members involved.

Div. No. 524, Oskaloosa, Ia.—Locked out Oct. 5, 1913; 36 members involved.

Div. No. 528, Tarentum, Pa.—Locked out Dec. 10, 1913; 61 members involved.

Div. No. 549, Northampton, Mass.—Strike declared Aug. 19, 1914; 72 members involved.

Div. No. 572, Frostburg, Md.—Strike declared Aug. 19, 1914; 42 members involved.

Div. No. 631, Cincinnati, O.—Strike declared Oct. 4, 1913; 23 members involved.

Div. No. 648, Terre Haute, Ind.—Locked out March 14, 1914; 41 members involved.

Div. No. 657, Monessen, Pa.—Locked out April 23, 1914; 34 members involved.

Div. No. 663, St. John, N. B.—Locked out July 22, 1914; 116 members involved.

Div. No. 668, Baltimore, Md.—Locked out Aug. 24, 1914; 101 members involved.

Div. No. 670, Vincennes, Ind.—Locked out Aug. 17, 1914; 286 members involved.

Div. No. 674, Fort Smith, Ark.—Locked out Oct. 5, 1914; 84 members involved.

Of the 16 strikes and lockouts, 10 were lockouts and six were strikes. There were 1,008 members involved. In 10 satisfactory settlements were reached. Six were lost.

In respect to the membership, favorable adjustments were made in the interest of 758 members. The causes of contests were lost to 250 members. This is, in effect, that to less than 25 per cent of the members involved, the cause was lost. To 75 per cent favorable adjustments resulted.

In respect to strikes and lockouts, of the six strikes, four were won and two were lost to the Association. Of the 10 Divisions involved in lockouts the companies were successful in four and unsuccessful in six. Lockouts were instances where managements of employing companies endeavored

to destroy the organization, or defeat the purpose of employes to organize by denying the privilege of membership in the Association to the employes or otherwise withholding the right of organization from them.

During the year \$24,290 were paid in strike and lockout benefits from the Defense Fund. This was \$1,200 in excess of the amount paid in strike and lockout benefits in the year 1913. It is equal to the maintenance of 93 members on strike or lockout for a period of the entire year.

During the year 1914 there were lost to 1,008 men involved in strikes and lockouts 6,579 weeks, or an average of approximately six and one-half weeks each. This is inclusive of time to extra men, who represent 15 per cent of the members on strike and locked out, which indicates that the actual time lost for which pay would have been received for services rendered was 5,592 weeks. Estimating the service at \$15 per week equals a wage value of \$83,880. Deducting \$24,290 paid by the Association in strike and lockout benefits nets an aggregate loss in time of the value of \$59,590. Fully one-half of this was made up to the members in appropriations from local unions and in response to appeals from the local Divisions involved. However, it is a mere item compared with the gains that obtained through increased wages resultant from the efforts of the local Associations. For instance, in the case of Baltimore, Md., alone, the aggregate annual increase that obtained to the Baltimore men was more than five times the aggregate loss to the entire membership of the Association involved in strikes and lockouts. The extensive loss in time was practically sustained by the members of but four locals, the extreme period falling upon the 36 members of the Oskaloosa local and the 42 members of the Hazleton local.

The strike and lockout record of 1914 compares most favorably with that of the year 1913. During the year 1914 there were 16 strikes and lockouts. During the year 1913 there were 26 strikes and lockouts.

In the year 1914 there were 1,008 members involved in strikes and lockouts. In the year 1913 there were 7,272 members involved in strikes and lockouts.

In the year 1914, \$24,290 was paid in strike and lockout benefits. In the year 1913 there were paid \$23,090 in strike and lockout benefits.

In the year 1914 there were 5,592 weeks of lost time in strikes and lockouts. In the year 1913 there were 17,346 weeks of lost time.

In the year 1914, as was the case in the year 1913, in a vast majority of instances strike and lockout contentions resulted from the position of employing managements to defeat the extension of the Association. Companies were successful in these lockout efforts only in cases where the movement to organize was apprehended before a material unit of organization had been effected among the employes. There is but one in-

stance where organization included one-half of the employees in which the company was successful in defeating the purpose of the employees to organize. Experience shows that where the employees become determined and their effort is based upon a substantial degree of unanimity and mutual confidence, the effort is sure of success and the employing company that institutes a lockout is practically sure of defeat. Employing companies seem to have grasped this idea generally. From whatever cause, it is very clear that as the Association extends in magnitude the proportion of members involved in strikes and lockouts grows less from year to year and the right of organization seems to be more generally conceded.

During the year 1914 there were paid in death, disability, old age and strike and lockout benefits, \$224,383. These same items for the year 1913 amounted to \$161,290 and for the year 1912, \$171,015. The total paid for the three years is \$556,688.

It will be observed that for the year 1914 the amount paid in strike and lockout benefits was less than 13 per cent of the amount paid in death, disability and old age benefits. In other words, there were \$8 paid in death, disability and old age benefits to every \$1 paid in strike and lockout benefits.

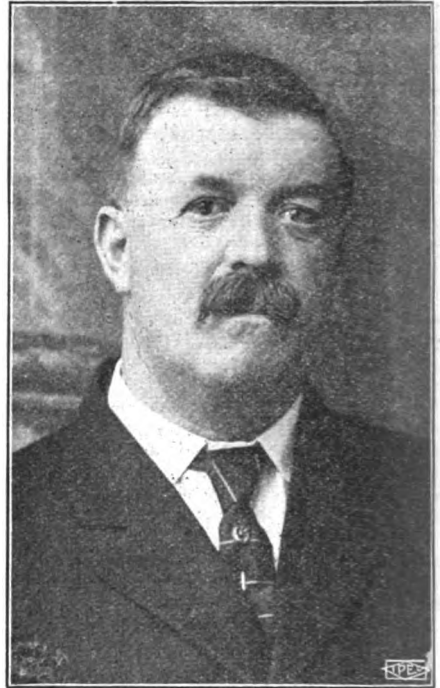
This review shows that the record of the Association for the year 1914 is a source of unusual self-congratulation for the general membership. The record should serve to allay the fear that holds the unorganized from affiliation.

The Amalgamated Association is continually growing stronger. For some years it has been recognized as one of the most progressive and substantial organizations in the American labor movement. It has passed through the year 1914 with a record that should in no way mar the confidence of its admirers in its stability and advantages.

The Amalgamated Association has progressed along the line of the objects of the American labor movement. It has obtained increased wages and better working conditions for the members. By shortening the service day it has opened jobs to the unemployed and in that way contributed its share in solving the question of unemployment. It has established itself more firmly as of the spirit of the times—a progressive movement.

The employer who recruits a private army of thugs and turns them loose in a community has a moral nature not much above that of a dynamiter, also fundamentally lawless is the employer who denies and seeks to interfere with the right of men who work with their hands or their heads to associate together for the improvement of their conditions.—New York Globe.

Try to be something in the world and you will be something. Aim at excellence and excellence will be attained.—Boileau.



LATE BROTHER WILLIAM FRENCH.  
Div. No. 238, Lynn, Mass.

On Dec. 5, 1914, death overtook Brother William French of Div. No. 238, Lynn, Mass. Few members of the Amalgamated Association were more generally known than Brother French during his lifetime. He died in the fifty-third year of his age after an illness of some eighteen weeks from heart trouble. Brother French was a member of the Association from the time of the institution of the Lynn local, March 17, 1902, nearly thirteen years. During that time he served the local officially in various capacities, many years of which was as president. For several terms he served as chairman of the Join Advisory Board of the Massachusetts and New Hampshire locals employed upon the Boston and Northern and Old Colony Railways. His executive ability early attracted the attention of International President W. D. Mahon and he was commissioned as a general organizer, which position he held at the time of his death. His organizing work in the eastern district was extensive and successful. His more recent work was assisting in the organizing of Boston, Waltham and Providence. In fact, he was active in the general work of the Association up to the time of the affliction which resulted in his death. Among his great assets as organizer was his affable, sympathetic disposition. Few knew Brother French but to know him as a valued friend. He was a firm believer in the gospel of trade union-

ism, to the principles of which he was a confiding devotee. His confidence in the movement was inspired by his faith in the fidelity of mankind. For years Brother French kept himself advised upon the temperament of the Boston street railway men, hopefully confident that the day would come when he would see the Boston men organized. As has been stated by the Lynn correspondent, he lived to see that day and was an important spirit in the effecting of the big Boston local. His death has wrought profound sorrow among those of the trade union movement who knew him and knew of him. His acquaintance in the Amalgamated Association was extended by his participating in various International conventions. In these as a delegate representing his local he took part in shaping the general policies of the Association. The Amalgamated Association extends sincere sympathy to his bereaved widow and two daughters who constitute his family. Neither is the Association unmindful of the consolation that must come to them with the knowledge that others knew him and recognized his invaluable service in the great promotive work of the trade union movement.

### IN MEMORIAM.

#### By Div. No. 518, San Francisco, Cal.

Whereas, It has pleased our Heavenly Father to remove by death, our most able leader and beloved Brother Richard Cornelius.

Whereas, Brother Richard Cornelius, by his tireless efforts to raise the standard of the street car employee, laid himself liable to the ravages of that terrible scourge that has at last claimed him, and by his magnificent statesmanship and his sterling worth endeared himself to us, it is fitting that we should bear testimonial to his memory; therefore, be it

Resolved, That in session here assembled tonight, we extend to the bereaved family our most sincere and deepest sympathy, and commend them with respectful reverence to the solace of the Almighty God; and be it further

Resolved, That in the taking away of Brother Richard Cornelius, Division 518 and the A. A. of S. & E. R. E. of A. lament the loss of an able statesman and most conscientious leader of true moral worth, who left a heritage in memory exemplary for the living, and that as a mark of respect we drape our charter for 30 days, and send a copy of these resolutions to the family, also have them printed in the Motorman and Conductor, and spread upon the minutes of Division No. 518, and that when we adjourn tonight, it be in the memory of our beloved friend and brother Richard Cornelius.

Attest:

J. M. JOHNSON,  
Recording Secretary, Pro Tem.

#### By Div. No. 192, Oakland, Cal.

Whereas, God in His infinite power, and wisdom, has permitted death to remove from our midst our beloved Brother Richard Cornelius, whose genial nature, and good fellowship won him a host of friends, and

Whereas, Our late Brother Richard Cornelius was a true and faithful member of this Association, a faithful comrade, and was ever found on the side of his fellow workmen when occasion required it; therefore, be it

Resolved, That we, the members of Division 192 of A. A. of S. and E. R. E. of America, extend to the bereaved family our heartfelt sympathy in their dark hour of affliction, and

commit them to the kindly consolation of Him who knoweth best, and who doeth all things well; and be it further

Resolved, That as a mark of respect for our late Brother Richard Cornelius, we send a copy of these resolutions to the widow and family, enter this resolution on the minutes of our Local, and direct that they be published in the official journal.

W. H. ROBOTHAM,  
J. C. LEWIS,

Committee.

Dec. 1.

#### By Div. No. 591, Hull, Quebec.

Whereas, Our Heavenly Father has seen fit to call to the Great Beyond our esteemed brother, Leo Robertson. We bow in humble submission to Him who knoweth best and while we know that words cannot alleviate the grief of those who were near and dear to him, our appreciation of him in life and our high regard for those he has left behind, prompts us in his memory to tender an expression of our feelings; therefore be it

Resolved, That we of Div. No. 591, in regular meeting assembled, hereby extend to the bereaved parents our heartfelt sympathy.

Resolved, That the charter of Div. No. 591 be draped in mourning for a period of thirty days; that a copy of these resolutions be sent to the bereaved parents; that they be published in our official journal and that they be entered upon the minutes of this meeting.

Oct. 28, 1914.

JOSEPH C. ST. JEAN, President.  
Attest: N. E. CORMIER, Recording Secy.

#### By Div. No. 425, Hartford, Conn.

Whereas, Div. No. 425 of the Amalgamated Association of Street and Electric Railway Employees of America has been called upon to lament the death of one of our members, Brother William Dalton, who was so suddenly and wantonly taken from our midst. Therefore be it

Resolved, That we extend to the mother of our late brother our most sincere sympathy and express to her that we hope that she will feel that we participate in her sorrow. While she has lost a son and helpmate, we have lost a dearly beloved and respected brother, whose staunch devotion to our movement made him a most appreciable standard. And be it further

Resolved, That as a mark of respect for our departed brother our charter be draped in mourning for a period of thirty days, a copy of these resolutions sent to the bereaved family and published in the Motorman and Conductor and spread upon the minutes of Div. No. 425.

JOSEPH DUNN,  
DAVID BROWN,  
THOMAS LEE,

Nov. 20, 1914.

Committee.

#### By Div. No. 272, Youngstown, Ohio.

Whereas, God in His infinite wisdom has seen fit to suddenly remove from our midst our late beloved brother, C. H. Phillips, and while we know that mere words cannot alleviate the grief of those who were near and dear to him, nor mend their broken hearts; therefore, be it

Resolved, That we extend to the bereaved family our sincere sympathy in this, their sad bereavement; and, be it further

Resolved, That the charter of Division No. 272 be draped in mourning for a period of thirty days; that a copy of these resolutions be sent to the bereaved family; that they be spread upon the minutes of this meeting, and a copy sent to the Motorman and Conductor for publication.

C. C. WINTER,  
A. P. CREPPES,  
M. J. LYDEN,  
Committee.

Dec. 10, 1914.



## Edited by Local Division Correspondents

### A SPIRITED ELECTION.

**New Orleans, La.**—Death has again entered the ranks of Div. No. 194 and taken from us Bro. C. M. Jones of the Arabella Barn who died Nov. 3. He left a boy and girl to mourn the loss of an only parent.

The Arabella Gymnastic Club entertained the members of 194 and their families and invited friends at a social dance Nov. 28. Refreshments were served and it proved a most pleasurable event.

Dec. 14 from 9 a. m. to 8 p. m. the annual election of officers of 194 took place. There were some spirited contests, but Bro. Commons, our old war horse, pulled through as president. Candidates received votes as follows: For president, Ben Commons, 689—J. Rogers, 644; first vice-president, C. Gonzales, 653—G. Pendelhuver, 553; second vice-president, Jas. Evans; secretary, L. Gauthier, 750—E. C. Devonshire, 558; corresponding secretary, A. K. Falconer, Sr.; treasurer, P. Brown, Jr., 592—L. K. Kreutz, 591; conductor, George Birdsong; warden, Louis Bush; sentinel, Ben Winter, 529—Henry Woodruff, 463; grand marshal, J. A. Tracey, 598—A. J. Spear, 460; delegates to the Central Labor Union, C. L. Beckler, L. Giefers and C. F. Rollie. The election committee was composed of Brothers C. Modica, P. J. Brulet, Louis Roy, Fred Stadler, E. Lambert, George Holdakowski. The secretaries were Brothers Gus Bienvenue and J. Knight. I will give the names of the executive board in my next letter.

Members of the Arabella barn presented to Mr. W. B. Jordon, division superintendent, a beautiful diamond stud as a Christmas present. It was clear that he appreciated it and on his behalf I extend to the boys individually and collectively a happy and prosperous New Year.

Bro. Jas. Patton on Dec. 2 met a tragic death by accident. He was a conductor on the Canal line, was esteemed by all who knew him and beloved by his associate members of the local. The organization extends to the family sincere sympathy. Drs. Richards and Gandorfer won our gratitude for their efforts in doing all they could for Bro. Patton before he died.

Our sympathy goes out to Bro. J. R. O'Connor upon the death of his estimable young bride, Mrs. Victoria Casey O'Connor. They were married last August 8. Her death occurred Dec. 20th.

Bro. Robert Preston has our sympathy in the misfortune of losing his wife, who leaves him with a little girl two years old.

Bro. Louis Kuntz is on the sick list.

We are all pleased to see Bro. Ben Commons again on his car after over two years of disability. Bro. Commons is again feeling thoroughly well and almost his old self.

### DEATH OF RESPECTED MEMBER.

**Pittsburgh, Pa.**—Nevin Gerhart Dieffenbacher, for seventeen years in the employ of the Pittsburgh Railways Company, departed this life at 4:35 a. m., Tuesday, December 1, 1914, at his home, 163 Carver St., East End, Pittsburgh.

Mr. Dieffenbacher was born in Rural Valley, Armstrong Co., Pa., the eldest child and only son of the late Rev. C. R. Dieffenbacher, D. D., and Mrs. Emma M. Dieffenbacher. He was educated in the public schools of Greenville and Greensburg, Pa., and in the latter town achieved a reputation as an amateur baseball player.

He was married to Miss Jennie C. Mears of Greensburg, and had resided in Pittsburgh for nearly eighteen years, being a motorman on the Bunker Hill Division, No. 5, at the time of his death. For the past three years, he had suffered from arterio sclerosis, and had been unable to work. He was patient and uncomplaining during his illness, which culminated suddenly. A service was held in his home on Dec. 3rd, before the remains were taken to the home of his widowed mother, at Greensburg, where the funeral service occurred Dec. 4th.

The Rev. E. D. Bright, of Youngwood, and the Rev. E. S. Bromes, D. D., of Greensburg, both of whom are successors of the father of the deceased in pastorates filled by him, assisted the Rev. Robert J. Pilgrim, pastor of the Reformed Church of the Ascension, North Side Pittsburgh, of which church Mr. Dieffenbacher was a member.

The floral tributes were numerous and beautiful, and testified to the respect and esteem in which Mr. Dieffenbacher was held by those who knew him and worked with him. A fine set piece was presented by Motorman's Union, Division 85; and a floral fac simile of a trolley car by friends.

Mr. Dieffenbacher leaves a widow, Mrs. Jennie C. Dieffenbacher, a mother, residing in Greensburg, and a sister, Mrs. Harry D. Wolfberger, of Philadelphia, Pa.

Officers elected by Division No. 85 were: President, E. B. Schafer; first vice-president, Joseph Thomas; second vice-president, L. E. Herron; recording secretary, Edward J. Baldauf; business agent, J. J. Thorpe; warden, P. J. Ward; conductor, Clarence Riffe, sergeant at arms, Michael Ward; trustee, W. J. Howley; delegates to Iron City Central Trades council, A. R. Jerling, P. J. Ward, P. J. McGrath, Edward J. Baldauf, E. B. Schafer; delegates to Pennsylvania Federation of Labor, P. J. McGrath, P. J. Ward and J. J. Thorpe; executive board, Wm. T. Hanna, Jno. L. Sauer, E. F. Deem, R. T. Davis, Robert Taylor, Wm. N. Armstrong, Frank Crawford, Wm. Gleeson, Jno. T. Loadman, P. J. Ward, M. J. O'Connor, C. W. Jones, Fred Schaffer, George Jackson, Jno. Turner, George Bannan, Peter Young; local board members: Chestnut St.—John Dooley, John Wilhafer, Henry Lascher; Butler St.—D. W. Cook, John Higgins, M. J. Carter; Homewood—Sanford Babbitt, A. Hanna, Edw. McKnight; Bunker Hill—L. E. Herron, C. R. Jones, J. S. McCallum; Herron Hill—Michael Ward, Daniel T. Ritter, James Morgan; Craft Ave.—Geo. McNamara, J. E. Stahl, J. A. Fuhs; Carson St.—Fred Goodrich, Wm. Jackson, John Rau; Tunnel Sta.—Jas. McCann, Thos. Carney, G. K. Smith; Suburban—Ed. P. Tush, Eddie J. Frey, Michael Sardonnal; Manchester—C. W. Bistline, Clarence Riffe, Geo. W. Paul; Glenwood—C. J. H. Wenker, S. A. Lanham, W. P. Dayton; McKeesport—Jno. A. Dillon, S. S. Welmer, B. F. Trostle; Braddock—Robert Stents, Fred Geist, R. W. Noble; Park Way—Thos. Carr, W. J. Howley, Samuel Ferguson; Carnegie—Geo. P. Baine, Arthur Neeson, Lawrence Burns; West End—Michael Singleton, T. J. Sullivan, J. M. Gray; Castle Shannon—Wm. Jackson, L. H. Hazelbaker, James Madigan.

A fine compliment was paid to Business Agent J. J. Thorpe, who for several weeks has been unable to attend to his duties as business agent. In his absence under treatment Brother Thorpe was nominated and re-elected business agent. His opponent was Brother E. L. Crow. Brother Thorpe was elected by a vote of 8 to 1. Neither can Brother Crow claim that his defeat was due to any personal feeling or disrespect for him. The vote did not discredit his standing as a member or his capacity for the position.

### STARTED HOUSE CLEANING.

**Trenton, N. J.**—Div. No. 540 started general house cleaning Dec. 30.

Brother C. Hunt is figuring on a side issue, that of assistant mopper at the Hygiene Gin Mill.

Brother Sneldeker is now president, secretary-treasurer and main squeeze of the trolley men's new club.

Conductors are now calling the streets and alleys by request.

Brother Hildebrand, commonly known as "The Silent Man," has our sincere hopes that he will win Brother Pollock's Victrola.

Div. No. 540 extends wishes of a happy New Year to all.

JACK

## REGRET DEATH OF CORNELIUS.

**Vancouver, B. C.**—Much regret is expressed at no mention from the Vancouver local in the November issue. The failure to publish my contribution of that month robbed us of a printed report of the tragic circumstance of the death of our late respected brother, Chas. Geall. He might have been alive today had he thought of himself first. His heroic efforts in warning his passengers of approaching danger resulted in his own death. He was killed instantly by the compact of two box cars running down grade and colliding with his passenger car.

Bro. Wm. Prest is again suffering from injuries sustained in a recent accident.

Spotters, sometimes styled imps of evil, snakes, slime of ages and hypocrites, but self-styled "private detectives," have been busy on the back end of cars to see how many conductors were knocking down. One man was charged with having made eleven nickels in one block. He was arrested and after many moons and adjournments was dismissed. The magistrate was in doubt on the quality of the prosecution's evidence. Quantity was there, but the frameup did not come off. Mr. E. DeFarries took a very aggressive stand in defense, with the above results.

We regret to hear of the death of G. E. B. Member Richard Cornelius. He was known and respected here.

Tuberculosis claimed another victim this morning, taking Bro. Cox, a motorman of three years' service.

Two happy sires recently filed certificates of births of sons. Mrs. Ralph Sprake and Mrs. C. E. Smith are the happy mothers. Allow me to recommend as a soothing lullaby—"Papa's on the owl. Baby is as well."

Bro. R. P. Pettipiece of the Federationist takes an extremely pessimistic view of the future of street-car men. It seems a timely warning, very logical and reasonable. It might have been headed: "Prepare to meet thy doom, etc." His view appeared on the front page. The editorial makes it appear that it may not be a question of "may I work?" but "may I breathe under this industrial system?"—and the automobiles continue merrily on their way at five cents per.

## PRES. MAHON VISITS NO. 627.

**Cincinnati, O.**—Div. 627, at the meetings of Dec. 2-14, had International President W. D. Mahon in attendance at both the morning and afternoon meetings. About 1,500 members turned out to greet and extend a cordial welcome to the grand old man. Bro. Mahon was accompanied by Thos. McManus, president of Central Labor Council; also the Hon. Henry Ott. Bro. Mahon gave us one of those good old labor talks and an interesting account of his European trip. Bro. Ott gave us a talk as a trade unionist, then as a member of the Ohio state legislature. From his talk we are of the opinion that Bro. Ott is a trade unionist first, last and all the time. Bro. Thos. McManus, in his interesting talk, recalled the stirring times of 1913, when Div. 627 was brought into existence.

At the meeting of Dec. 17 announcement was made that our worthy financial secretary, Chas. Sampson, had been given a 3 days' leave of absence to get married. All members of Div. 627 wish him and his bride good luck.

F. J. P.

**Providence, R. I.**—At this writing the membership of Division No. 618 are feeling very much elated that the arbitration which has just been concluded has been decided in favor of the Division. The case was one in which two members of our Division were charged by the company of having entered a saloon and drinking liquor while in the uniform of the com-

pany. After numerous conferences it was agreed to submit the matter to arbitration. Our Division selected Hon. John J. Fitzgerald, the company selected Mr. Frederick A. Jones, and Mr. James J. Jencks of Pawtucket was agreed upon as the chairman of the board. The attorney representing the Division was Mr. James H. Vahey of Division No. 589 of Boston, Mass., and Mr. James Thurston of Providence, R. I., for the company. After a lengthy hearing, during which evidence was submitted in behalf of the men accused by several well known citizens of Providence and vicinity, and for the company by its secret service agent and wife, the award of the arbitrators was handed down finding Brothers Casey and Underwood not guilty as charged, and awarding them the sum of \$280.44 each for time lost from the date of their dismissal by the company, and ordered that they be reinstated with full rating. The membership of this Division feels deeply grateful for the work done in their behalf by Brother Vahey and the impartial verdict rendered by the board.

The second annual ball of Division No. 618 was held on Thanksgiving Eve. It was an event that will be long remembered by the members and their friends. The ball room was tastefully decorated for the occasion. Guests were present from Boston, Fall River and other parts of New England and state and city officials and representatives of the company. Great credit is due the committee. The Division will realize a tidy sum as a result.

The boys of Division No. 618 wish all members of the Amalgamated a prosperous and happy New Year.

618.

## OFFICERS FOR ENSUING YEAR.

**Hull, Quebec.**—The officers for 1915 who will direct the affairs of Div. No. 591 are: President, Jos. St. Jean; vice-president, W. Sutherland; recording secretary, N. E. Cormier; financial secretary, Jos. Noel; treasurer, John Gibeault; conductor, Jack Radmore; warden, George LaJoie; sentinel, Georges Ducharme; executive board, Jos. St. Jean, Jos. Noel, Jack Radmore, John Gibeault, Georges Ducharme, O. Deschines, W. Sutherland, J. Routliffe, J. Larose, C. Boucher, George LaJoie and G. Proulx.

The stork left a ten pound boy at the home of Bro. Gab. Proulx. Congratulations.

Bro. Georges Ducharme spent the holidays in the country with his old girl.

Bro. O. Deschines was the lucky winner of two valuable lots near Montreal. Try again, brother.

Sincere sympathy is extended to Sec. Jos. Noel in the recent death of his sister.

Bro. F. X. Laviole is recovering from the sick list.

Bro. Jack Radmore is again at work after a short but severe illness.

Mrs. Renaud, wife of Bro. I. Renaud, is recovering from fever.

Bro. Boldue prepared for the winter by getting married. Best wishes.

Bro. F. Sequin is on the sick list.

Bro. Georges Ducharme has become a resident of Hull.

591.

## OFFICERS OF DIVISION 382.

**Salt Lake City, Utah.**—The following officers were elected for the year 1915 by Div. No. 382: President, J. H. Lamont; first vice-president, David McIntyre; second vice-president, Wm. Cocking; secretary and business agent, J. A. Reeder; treasurer, V. M. Hixson; correspondent, W. A. Soule; conductor, H. E. Driver; warden, R. Bergesen; sentinel, Fred Beck; executive board, A. H. Avery, G. R. Cannon, A. H. Kempton, R. M. Lamont and R. H. Smith; physician, Dr. W. N. Fugh.

Div. No. 382 wishes a Happy New Year to the Association generally.

Cor.

# OBLIGATION SHOULD GUARANTEE EFFICIENCY.

**Buffalo, N. Y.**—Div. No. 623 held her election of officers Dec. 9. There was good opposition, resulting in an enthusiastic election. However, the old officers got a vote of appreciation by being re-elected by big majorities.

The old International R. R. Co. Benefit Association was dissolved through the efforts of Div. No. 623. The new sick benefit feature managed by the officers of Div. No. 623 started in operation Jan. 1, 1915. Applications are coming in by the score.

In the past and of late several members were discharged for neglect of duty. These cases should impress themselves upon the membership, that a true union standard of efficiency may obtain. It is important that we should become well posted upon the laws of our Association and the conditions of our agreement, that our obligations may be fulfilled and our agreement may be safely maintained in their integrity with the employing company. Such a course guarantees efficiency.

Several members have been on the sick list since the holidays. Perhaps this resulted from too many good things to eat.

Bro. Max Dabnitz of Hertel Sta. was the happiest man in the world when he placed the wedding ring on the finger of his bride the other day.

Bro. Drum had a glorious time election day and through it all he dreamed someone hit him while he was asleep.

Bro. A. Higgins is a happy man. He is working at Niagara Falls and such a change in a brother was never seen. Good for Andy.

V. T.

## PIONEER CAR MAN DIES.

**Utica, N. Y.**—Div. No. 532 wishes all a Happy New Year and a prosperous 1915.

Brother George Boyd, who was some 18 years a motorman here, after about one year of illness through which he was unable to do any work, recently died.

Sick brothers are all improving.

At our recent election of officers Div. No. 532 re-elected the old officers. Officers elected were as follows: President, James Largay; vice-president, J. D. Hughes; recording secretary, W. J. Hayes; sentinel, E. G. McLoughlin; warden, C. F. Crowell; conductor, A. J. Scully; corresponding conductor, E. B. Martin; members of the executive board, conductors at Main street, G. K. Roberts and H. Robarge; motormen at Main street, Griffith Jones and J. H. Kelly; conductors at Utica Park, James Shannon and T. R. Dowd; motormen at Utica Park, David Jones and F. W. Drought. The delegates to the Trades Assembly are C. A. Durrenbeck, F. Leard, Sr., and G. R. Tobey.

Brother Fred White of Main Street car barn was recently married. Best wishes.

Brother Walter McMaster has the sympathy of the local in the death of his beloved wife.

Brother Martin has our sympathy in the loss of his infant daughter.

Brother Dick Moon is again with us, the auto bus having been taken off.

582.

## THE JITNEY BUS APPEARS.

**Oakland, Cal.**—On January 5th we installed our officers for the ensuing term. There were a few of the night men elected to fill positions on the executive board and from all appearances I believe we will secure good results for the ensuing term. Our new President, Bro. Lebusky had his first experience as presiding officer and he certainly did conduct the business of the division in a business like manner.

Past Vice-President Bird is now county clerk of Alameda county. We wish him success.

Bro. R. J. Scott was re-elected business agent. Old Bob will be right there on the job as he has been for the last two years.

Bro. F. B. Peru, our recording secretary, is one shot. It is no trouble for him to get

the limit of ducks any time he goes after them. I regret to say that he is very poor in the art of keeping his balance while out in a small boat, and occasionally tries to drink up all the salt water in the slough by falling overboard. It can't be done Freddie.

The Jitney Bus has now made its appearance in our city. By the general outlook, it has come to stay. It is unfair competition. They are operating only in the congested districts, and are taking the cream of the business from the company which employs us. I believe it is up to each and every member of this division to do what he can to see that some restrictions are placed upon them before they become too numerous, or it will only be a matter of time when this division will feel the effects of them.

Cor.

## CUT OUT THE MISSING.

**Quincy, Mass.**—Div. No. 253 reports progress. Some of our members, however, could well make resolutions for 1915, resolving to cut out this missing business and show closer attention to punctuality. A thing that is worth doing is worth doing well. This lazy bones method never did any good for anybody and never can. Let us be up to date. Let us keep our troubles to ourselves and keep a bright eye and a smile and we will lose nothing by it. "The Scout" speaks from experience.

Our election of officers resulted as follows. President, Wm. H. Gould; vice-president, Jas. Carey; financial secretary-treasurer, Bob Egan; recording secretary, Jno. J. Kelly; dues collector, Richard Kaufman; conductor, Jos. Wade; correspondent, Jas. H. Allan; executive board, P. Dennehy and Geo. W. Fay; sick committee, Jas. Gilmartin and Bob Harris.

We wish all officers and brothers a very happy and prosperous New Year.

Brother "Woodrow" Wilson had the misfortune to break his arm, but is progressing.

We hear that Brother Jack Stewart is making money with his now famous "play ball" system.

The report is that Brother J. E. Murphy has built a reputation as a pugilist; that Brother Moriarity "came back"—so announced by Referee Henry Daveney.

We hear Brother Walker Anderson is a recruit for the matrimonial army.

Our cars seat 44 passengers, but ofttimes carry 120. Great joke.

"The Scout's" New Year motto is "Smile."

The Scout.

## ENJOY BIG FEED.

**Helena, Mont.**—Our December meeting was attended in full, every member was present. This sounds good. Keep it up brothers. Election and installation of officers were features. Our president and secretary, Bros. Majors and Wallace, retained their positions. Others were Bro. Andy Lyle, vice-president; Bro. Washburn new member of executive board; Bro. Wylie Harris, delegate; Bro. Douglas, financial secretary; Bro. Thorpe, conductor and warden; W. E. Lefler, correspondent.

We initiated one new member, R. R. Robison. Our new superintendent has been very busy lately making necessary changes around the barn for the convenience of the trainmen.

I almost forgot to mention our big feed after our last business session. The feed was prepared by Bro. Harris' wife, and, believe me, it was some spread. Turkey galore and all the accompaniments and oodles of other good eats, and the brothers all enjoyed a good union cigar after the feast. The brothers will all take off their hats to Mrs. Harris.

Bro. Krons is getting tired of slinging hash and is to take his run back the first of January, 1915.

Bro. Ed. Majors says, all those that like politics can have his share. He prefers grabbing nickels.

Happy New Year to all.

Cor. 495.

## MEMORIAL TO CORNELIUS.

**San Francisco, Cal.**—Div. No. 518 held her election of officers Thursday, Dec. 10, 1914. Officers elected were: President, Frank Rafael; vice-president, John Daly; financial secretary-treasurer, M. C. Morehart; recording secretary, J. Giguere; corresponding secretary, J. A. B. Hay; sentinel, J. Dolan; executive board, Frank Rafael, S. W. Chadbourne, W. F. Wood, F. Brainard, Wm. Briare, F. Conlon, J. Williams, Thos. Jensen, W. Corcoran, John Phelan, W. Neil; delegates to the Labor Council, Ed. Corbett, Jack McDonald, J. P. Scott, F. E. Davidson, Henry Rowe; delegates to Public Ownership League, Jas. Fitzpatrick, F. E. Davidson, F. W. Patillo, J. M. Jensen and W. J. Honan.

Brother Rafael is experiencing his first attempt at the head of our organization. Those who failed to see him perform missed much. Brother Elgin, retiring president, handed the gavel to Brother Rafael who appeared a little timid at first.

We have now put men at the head of our organization whom we have confidence will conduct the business in a business-like manner. As we supported them for election, let us support them by attending the meetings. Don't sit back and after the meetings begin crabbing because things didn't go to suit you. There are always men who are dissatisfied, no matter how things go, who very seldom say anything on the floor of the meetings. It is a very poor way to get satisfaction to crab after the meeting is over. Let us work together with a brotherly spirit, stop knocking and the organization will be a success.

Brother A. L. Friel is about to lose a daughter through matrimony.

Brother Morrison will be on the job again soon after an enforced vacation.

Tuesday, Dec. 10, we start a new line on Stockton St. It will make six lines we have in operation in our municipal system and every one a paying line.

Did our neighbor, Div. No. 192, fail to elect a correspondent?

We are having installed a new type of car. They are fine for summer, but not so satisfactory to conductors during the present weather.

To perpetuate the memory of our late Brother Richard Cornelius, for years our president of our organization, and a man whose death we all keenly felt, Div. No. 518 adopted suitable resolutions which will be placed in the new Labor Temple being erected at 16th and Capp Streets.

Jab.

## NEW BENEFIT FEATURE.

**Burlington, Iowa.**—At the regular meeting of Div. No. 212, held Dec. 1, luncheon was served, after which the regular order of business was conducted. Election of officers was a feature. The officers elected were: President, A. R. O'Danniels; vice-president, E. Beaber; recording secretary, A. J. Miller; warden, S. Freeman; treasurer, H. Beaber; executive board, Chas. Milton, J. C. Wilson, S. S. Stanley, E. L. Noble, T. Zachmeyer and Chas. Squire.

We have a new drop system that is puzzling some of the boys. The order is one drop, two days at the foot of the extra list; two drops in succession ten days.

Bro. Peel is on the sick list.

Bro. Mose Burkhardt, a motorman for this company for 12 years and one of our highly respected members, was taken suddenly ill recently and died Dec. 15, leaving a wife, son and daughter, who have our sincere sympathy.

We had a first class meeting Jan. 5.

Div. No. 212 will treat the interior of their hall with a new coat of paint.

We are pleased to see some of our old time members attending our meetings.

Bro. H. E. Beaber has recovered from a period on the sick list.

We now have a sick and accident benefit feature in our Division. Our treasury is growing.

COR.

## NOT A WORKMAN'S FRIEND.

**Troy, N. Y.**—The new year opens with Div. No. 132 in excellent condition. Our new agreement gives us an increase over the old rate of one cent, but we have preserved the flat rate. So far as I know we receive the highest flat rate, 28 cents, paid in New York state. The company wanted to fix up a sliding scale, but the men froze out the suggestion on the advice of G. E. B. Member Fitzgerald, who knows all about sliding scales and their workings. Our company is a subsidiary of the Delaware & Hudson railroad.

We had an election this month with a regular ticket and a half hearted opposition. Submarine methods failed to arouse any enthusiasm and President McLaughlin received his usual majority. This is ten consecutive years for him and there seems to be no great desire to put any one else in his place.

Considerable discussion is going on in the local newspapers about the poor service here on account of the taking off of some extra runs. The road holds a franchise for a line in the upper section of the city, but it looks as if it would take another decade to get the rails down.

The men have been warned again against going into saloons while in uniform, and unless this practice is stopped it promises to furnish some work for the grievance committee.

I hold that the men owe it to their organization as well as to themselves, to bring as little public condemnation on their profession as is possible, by so conducting themselves that their uniform may be a mark of useful service and may never be considered a badge of disgrace. I have been running cars for nearly ten years and have seen many come and go, and I know that the saloon has been the downfall of many an otherwise serviceable man. It has never proven itself a workman's friend.

Christmas has been of the old fashioned kind in Troy this year with plenty of snow, which the little folks took full advantage of. Children are well represented in the homes of our men. Anyway, race suicide was never an issue in this section of the great Empire State.

132.

## INSTALL NEAR SIDE SYSTEM.

**Marinette, Wis.**—Div. No. 302 held her annual election of officers Dec. 2. All old officers were re-elected. They were: President, Fred Derricks; vice-president, F. Johnson; financial secretary-treasurer, J. Herscheid; recording secretary, L. Combe; corresponding secretary, O. Carlandy.

On Thanksgiving evening last Div. No. 302 held a ball that proved to be a success. The committee in charge were Brothers Fred Derricks, G. Brabant, F. Johnson, L. Combes and G. Larson. Nearly 200 couples attended.

Our company is installing the pay as you enter system, using the front of the car for both entrance and exit. The rear door is kept closed, both motorman and conductor working upon the front platform. The people did not take kindly to this front end proposition. The Railway Commission of Wisconsin was brought here to intercede. Results of this are yet to be announced.

Brother Johnson is again with us after suffering from typhoid fever for some time.

Brother Larson is sporting a new overcoat. Brother John King is well pleased with his new run.

Brother Tom Bonin will keep the Ogden cars on time.

Let us enlarge the attendance at meetings.

G. C.

## HONOR MEMORY OF CORNELIUS.

**Winnipeg, Man.**—Div. No. 99 elected officers for 1915 as follows: President, E. A. Davis; vice-president, A. Gammach; financial secretary and business agent, A. Scoble; recording secretary, T. M. Lovatt; warden, E. J. Evans; conductor, J. Davies; correspondent, E. J. Evans.

In our election Bro. Almes was a close second for president, Bro. Davis winning out by 17 votes.

At our last regular meeting a silent vote was taken in respect to the late Brother Richard Cornelius. His death came as a great shock to the members. He visited here in October, 1906, and again in company with President Mahon in 1911. Div. No. 99 realizes that it is a great blow to the widow and children as well as the Association. Div. No. 99 expresses her deepest sympathy to the widow and children of our late brother.

Organized labor at the last municipal election elected Bro. W. B. Simpson of the Typographical Union as alderman. The members of Div. 99 played a very important part in the contest. We purpose to keep up the interest in the movement.

Congratulations to Brothers Robbins and Gibbons of Div. No. 113, who were recently elected aldermen in Toronto's city council.

Bro. Pat. Mitchell has recovered from illness sufficiently to be again at work.

Word from the front from Brothers Blake-man, McKenzie and Moore is that they are well, also a number of the boys who are at Salisbury Plain. Good luck, boys, and a speedy return. It is with regret that we hear that Brothers Dalryll and L. Hall are again in the King Edward Hospital. Our Athletic Association saw that Bro. Hall's children were cared for with a bright Christmas.

Congratulations to Bro. Tom Collins. It's a girl. It's a girl.

Some of our men are strolling about without buttons. It is up to every member to get them enrolled.

Bro. Madd is now cheerfully wheeling about his 11 pound nickel grabber.

## ABOUT 60 PER CENT VOTED.

**Hartford, Conn.**—The annual election of Div No. 425 was held Monday, Dec. 7. The weather was very disagreeable for the election. About 60 per cent of the members voted. The result was as follows: President, Frank H. Kelly; vice-president, Thos. O'Meara; financial secretary, Michael J. Morkan; treasurer, D. J. Rourke; conductors, Brothers Chas. Allen and Daniel F. Haggerty; wardens, Jas. P. Hunt and Chas. E. Gaines; sentinels, Harry Waters and Jas. A. Lavery; correspondent, R. T. Skehan; executive board, Thos. F. Dowling, Jos. E. Dunn, Daniel F. Haggerty, Jno. J. Kenny, Ed. P. Lawton, Thos. V. Lee, Michael J. Morkan, Frank O'Meara, Wm. H. Potterton and D. J. Rourke; state conference board, Ed. P. Lawton and Wm. H. Potterton.

Brother Cavanaugh of the Rainbow Line has the sympathy of the members in the recent death of his mother.

Brother John Boyle of the Springfield line has ventured on a trial trip on the wreck strewn sea of matrimony.

## START SICK BENEFIT FUND.

**Montpelier, Vt.**—Div. No. 242 held her annual election Dec. 3. Officers elected were: President, Denis E. Sweeney; vice-president, Wm. Somerville; recording secretary, Ray Coppins; financial secretary, Chas. Reagan; warden and sentinel, Arthur Smith; conductor, Ed. Docherty; correspondent, H. S. Kent; delegates to Central Labor Union, Wm. Somerville, C. H. Reagan and J. P. Chapman; executive board, D. E. Sweeney, Wm. Somerville,

Ray Coppins, C. H. Reagan and Norman French.

On Dec. 18 we held a very successful dance, netting \$27.41, to be used as the foundation of a sick benefit fund. We expect to hold one or two more before the winter closes.

Dec. 28 the company put into effect a 15c fare between Montpelier and Barre, with the alternative of round trip fare by the purchase of four tickets for 25c. This saves five cents a trip to the passenger by buying tickets. The conductors agree that it is an improvement over the former 11c fare, as it does away with pennies for change.

Bro. Frank Fitzsimmons passed the holidays with his parents in New York City.

Many of our members have joined the 1915 Christmas Savings Club.

It is rumored that Bro. Dave Mercer has a girl in St. Albans.

Bro. Smith is suffering from blood poisoning sustained by endeavoring to separate a cat-fight.

Bro. McIntosh's wife is visiting him from Thompsonville, Conn.

Bro. Thompson was accompanied at the dance.

The "French Special" is so named from being manned by Brothers Marsha and Chapman who handle the French language to perfection.

Bro. Jack McGuire is riding to the car barn after work.

242.

## TAKING INTEREST IN MUNICIPAL ELECTIONS.

**Ottawa, Ont.**—Div. No. 279 is busy winding up affairs of the past year. Business Agent J. O'Brien is taking over the main end of the work and we are opening up what we expect to be one of our most successful years.

Interest is being taken by labor men in the municipal election. So far we have two union candidates for board of control, six for aldermen and four for school trustees. To elect union candidates it will be necessary for every trade unionist to get out and hustle, but we have better prospects this year than ever before.

Bro. Deevey of 279 has the nomination for alderman in the St. Georges Ward. We are confident of his success.

Bro. O'Brien is working on a sick benefit scheme, which will be introduced to the members in the near future. It deserves the consideration of the membership. Present conditions demand some move in that direction.

Bro. Davidson is recovering from the results of an accident.

We extend our sympathy to the Brothers Bolvin in the death of their mother.

Future meetings of 279 will be held the first and third Tuesday of each month instead of Friday. Start the new year by attending the meetings regularly.

Preparations are being made by our entertainment committee for our annual ball. Let every member do his share toward making it the usual success.

Div. No. 279 extends best wishes to the membership of the Amalgamated Association for a happy and prosperous New Year.

Scribe.

## PROGRESS REPORTED.

**New London, Conn.**—At the December meeting of Div. No. 482 the important event was election of officers for the ensuing year. The officers elected were: President, Axel L. Swarin; vice-president, Ernest C. Opperman; recording secretary, Harold J. Cone; financial secretary, Henry V. Mono; warden and sentinel, Oliver L. Reynolds; correspondent, H. J. Cone; delegate to General Conference Board, Warren A. Lewis.

The local at present reports progress.

## LAMENTED DEATH OF PRESIDENT FRENCH.

**Lynn, Mass.**—On Dec. 5, 1914, occurred the death of our old war horse and past president, William French. His death cast a gloom over Div. No. 238 as no other event could. Brother William French won a spot in the hearts of the members closer than which no other could have crept. He was a general organizer and as such became known throughout the Association, in the east particularly. One of the ambitions of his life with the Amalgamated Association was to see the Boston street railway men organized. There is a source of satisfaction to know that Brother French lived to see that day. As an organizer Brother French was a material factor in the organizing of not only Boston and Providence, but other eastern locals. For years he was president of the Lynn local, in fact nearly the whole life of the Division. He was a member of the Joint Advisory Board of the Bay State locals and for years chairman of that body. He figured in every agreement through which the present conditions gradually obtained to the Bay State employees.

The funeral of Brother French took place from his residence, 28 Deer Park, West Lynn. Religious services were conducted by the Rev. Addison B. Lorimer of the First Baptist church. Singing was by Mrs. Francis M. Whitcomb of Malden. The services were most impressive. Present at the funeral were representatives and officials of the Bay State Street Railway, members of the Amalgamated Association, members of the Loyal Order of Moose and a host of friends.

The Bay State Railway Co. furnished several cars to take care of those who went to the cemetery. The procession was unusually large and on the way every car approaching the procession stopped as a mark of respect for our late brother. This was by order of the company officials. Bearers were Division Superintendent E. B. Foss and Bros. Jacob Foss, Edw. Waite, Edw. Perry, Alex. Ferguson, Frank Walsh, Benjamin Lambert and E. B. Brennan. Among those who attended the funeral were Messrs. Robert S. Goff, George H. Gray and Mr. Newell of the company, Herbert Pike and Mr. Blaisdell representing the Loyal Order of Moose, Fred Fay and Patrick F. Sheehan of the International Association, President Michael J. Cahill, Business Agent James Coleman and Secretary Christopher Daniels of Div. No. 618, Providence, R. I., President Matthew Higgins and Business Agent M. Nesdale of Div. No. 589, Boston, Mass., President Wm. H. Clark and brothers of Div. No. 600, Waltham, Mass. Over 200 carmen and 50 Moose marched in the concourse to the cemetery. Among the beautiful floral tributes were a wonderful piece more than five feet high and four feet wide, "Gates Ajar," made of red roses, yellow tea roses, English ivy, snapdragons and violets, inscribed "Our Brother," from the members of the West Lynn car barn; a spray of American Beauty roses from General Manager Robert S. Goff; chrysanthemums from General Superintendent George H. Gray and lilies and roses from Local Superintendent Benjamin B. Foss; a floral harp from the Province local was a beautiful feature. In fact there was a profusion of flowers, bearing token of the respect of the multitude contributing. It was all a fitting tribute to and emblematic of the esteem inspired by the life work and filial associations of our departed brother.

Dec. 15 Div. No. 238 held her annual election. The result: President, Francis A. Walsh; vice-president, F. J. Murphy; recording secretary, H. L. Mott; financial secretary, E. B. Brennan; treasurer, M. F. Doherty; conductor, T. C. Deveau; sentinel, Daniel Scannell; correspondent to The Motorman and Conductor, J. J. Cogan; delegates to the Central Labor Union and the Wage Earners' Club, J. H. Murphy; delegate to the joint conference board, Francis A. Walsh; trustees, George Douglas, Edward J.

Roberts and J. J. Cogan; executive board, Benjamin H. Lampert for West Lynn barn, Lawrence Curtin for Wyoma, Michael J. Boyle for Lower Swampscott, F. A. Martin for Upper Swampscott, J. J. Sullivan for the pit men. There were 203 votes cast and some spirited contests took place. Installation was held Jan. 6, when the foregoing officers were installed.

Resolutions upon the death of late Brother William French were adopted at the meeting and the charter ordered draped in mourning for a period of 30 days.

Representatives of the Cigar Makers' Union were present at our election meeting and urged observation of the Cigar Makers' union label in purchasing cigars.

Our local is in a flourishing condition. Arbitration of the wage rate has begun, hearings being held in Boston. Cor.

## SHOULD GUARD FAVORABLE CONDITIONS.

**Gary, Ind.**—Div. No. 517 held her annual election of officers Dec. 15th. Those elected are: President, Ed. Old; vice-president, Roy Glover; financial secretary and treasurer, S. B. Ward; recording secretary, A. W. Stage; executive board, H. M. Nichols, W. Wickersham, J. Spencer and P. J. Curley; warden, Chas. McCoy; conductor, L. F. Maybaum; correspondent, R. S. Berlin; delegates to Lake County Trades and Labor Council, P. J. Curley and L. F. Maybaum.

Bro. Wm. Orndorff has the sympathy of the members in the loss of his beloved wife.

Bro. H. Prohl has resigned and left the service.

Bros. Chas. Schwenk and O. Hill are on the sick list.

Bro. H. M. Walker has "some interest" in that "movie" show.

It is now time to commence working upon a new agreement.

Bros. Peterson, Vanaman and Papke are trying to raise a mustache.

We have several members that go to sleep on meeting nights. Bro. Linton isn't the only one.

Everybody wanted to lay off Christmas.

Bros. E. Koutsy and Frank Hart are buying stock in the Gary and Interurban.

The company will kindly invite us fellows to pay our fare or walk if someone isn't more careful. We should be very thankful with the present conditions, but there are a few among us that do not appreciate a good thing when they get it.

Let us all try to make 1915 a "Banner" year. 517.

## ENDORSE FREE TEXT BOOKS.

**Huntington, W. Va.**—At a meeting of Div. No. 637 the following officers were elected for the ensuing year: President, A. J. Baker; vice-president, Jeff Ray; recording secretary, A. R. Dick; financial secretary and treasurer, E. M. Flizer; corresponding secretary, O. O. Wright; warden, B. E. Clonch; conductor, C. J. Phipps; sentinel, D. B. Schumaker.

A. J. Baker was elected as delegate to the convention of the West Virginia Federation of Labor which is to be held in Charleston on February 15th.

At the meeting an endorsement was given the movement for free school books.

Several of our brothers have lately embarked on the sea of matrimony. Among them are D. B. Schumaker, B. E. Clonch and C. J. Bostick. Who's next?

Bro. John James who has been quite ill with typhoid fever, is improving.

Bro. A. R. Dick, off on account of the illness of his wife, is back at work again.

CHANCE TO MAKE GOOD.

**Chelsea, Mass.**—Div. No. 240 progressed most favorably during the year 1914, thanks to the excellent work done by our executive board and the undivided support given them by the entire membership. The New Year ought to be more prosperous, as we have re-elected our old board members.

We held one of the hottest elections ever in our recent local election. The returns showed 687 votes cast out of a possible 712. The supporters of the nominees were out in force from 9 a. m. until 9 p. m. The real contest was for joint committeemen by Bros. Balfour and Shanley. Bro. Balfour won by a majority of three. A torch and red fire parade followed the election returns. An election of this kind where the individual member takes an active part spells success. It is also encouraging to the officers. Results do not depend entirely with the officers, but more with the members.

There appeared in the last number of The Motorman and Conductor an extract from an address of Hon. Wm. B. Wilson, in which he stated that a man who works at a trade and accepts and enjoys conditions obtained by organized labor is morally obliged to join his organization and lend his aid both morally and financially to help the movement that gave him those conditions. This appears to strike a few of our men at the different barns, shop and pitmen. For instance, we, the members, and members only will pay our equal share of the expense of our present arbitration. Non-union members will receive the results of our work and money. Does this look right? Are we not made the goat? What is the remedy? It is up to every member to remind those so-called—whatever you wish—that if they have just a little manhood they will fill out an application blank, become members, be men and pay their share of the arbitration expenses. The man who stays out is a union smasher whether he has sense enough to realize it or not and union smashers cannot pay our bills for us. If those fellows have any red blood they will make application and come into our organization in time to enjoy the satisfaction of having taken part in getting something for themselves, even though only to assist in paying the arbitration expenses and make good. The first meeting of our wage arbitration opened in Faneuil Hall, Boston, Dec. 17. A large number from our Division were in attendance and many will be in attendance at each session until the end. I might suggest to the boys of other Divisions to take a day off and attend a session or two of those hearings and show that we are interested.

The members of Div. No. 240 were deeply grieved upon hearing of the death of the father of Mr. Pelletier, our third or deciding arbitrator.

Officers of our local elected for the ensuing year are: President, E. A. Burrill; vice-president, John T. Balfour; financial secretary, R. J. Copithorne; recording secretary and correspondent, Jos. J. Walsh; treasurer, M. McDonough; warden, M. J. Sullivan; joint conference board, John T. Balfour; collectors, J. A. Cameron, Geo. T. Kirby, J. C. McDonald and H. A. Hurley; executive board, Jas. A. O'Brien, Wm. MacGarvey, Tom Shanley, M. F. McDonough and Amos Kincaid.

J. J. WALSH.

COMPANY HELPING TO EASE WAR EFFECTS.

**St. John, N. B.**—Nov. 27, Div. No. 663 held her meeting in our new headquarters, Temple Hall, Main street. Everything was in order and to our comfort. Pres. B. McLean, indisposed from a serious cold, was not present. Bro. C. E. Harrison was in the chair and made an able presiding officer. Three applicants rode the goat.

Bros. Northup and Dixon have volunteered in the Second Contingent for war. Our local wishes them good luck.

Rumor has it that Bro. Watson has taken a life partner. We wish him happiness and success.

Bro. Blanden has a six-foot bed—some class. The hunting season has closed for big game.

That fine rabbit stew dinner is the talk of the city.

Bro. Dennis Murphy returned to the country for a Christmas turkey dinner.

Our company is trying to do its share in war time.

The C. P. R. gateman must have a snap at the Fairville crossing. It is hard on shoe leather.

Come to Temple Hall, Main street, the last Friday in each month. You are needed.

A happy New Year to all and progress to Div. No. 663. COR.

BRO. O'SHEA RE-ELECTED PRESIDENT.

**Niagara Falls, N. Y.**—At our recent election of officers we are pleased to report that our old friend Frank O'Shea was unanimously elected president of Div. No. 623. Our local officers were: President, James Bartlebaugh; vice-president, Wm. Gassaway; financial secretary, Raymond Cudney; recording secretary, Andrew Manz; warden, August Zabel; conductor, Fred Lewis; sentinel, Walter Wheeler; delegates to the Labor Council, Herman Schnorr, Jas. Palmerton, Sylvester Bennet, Frank O'Shea, Geo. Halm; executive board, Sylvester Bennet, Henry Ferguson, Harry Cook, Chas. Harris, Geo. Slegmann, Glenn Coulter, Robert Jodon, Wm. Gassaway, Frank Abel, Jacob Meyers, Robert Gilbert, Jas. Palmerton and Dan Baker.

We have substituted for the company's sick benefit association a benefit feature of Div. No. 623, which took effect Jan. 1, 1915.

We are pleased to see Bro. Bonstiel again at work.

Bro. A. Manz enjoyed a 22-pound turkey for Christmas as his good fortune in a raffle.

Bro. Robert Gilbert is contemplating a trip to Tipperary, March 17.

GOOD CROWD ATTENDS BANQUET.

**Easton, Pa.**—Div. No. 169 elected as officers for the ensuing year: As president, M. B. Knerr; vice-president, C. L. Werkheiser; financial secretary-treasurer, F. A. Hatters; recording secretary, O. Styers; corresponding secretary, R. E. Weaver; conductor, Wm. Daub; sentinel, H. E. Gruver; warden, L. Davey; executive board, M. B. Knerr, F. A. Hatters, H. C. Case, W. J. Nicholls, W. Purdy and R. H. Kiefer.

Our banquet Dec. 7 was hampered in attendance with bad weather. However, there was a good crowd.

Congratulations to Bros. H. Yoder and B. Briener, victims of Dan Cupid.

Div. No. 169 presented to her night dispatcher and watchman, Chief Wolf, a box of cigars, a pound of smoking and a pipe as a Christmas present. He expressed himself as well pleased with the gift.

There are members who should arouse within themselves a little greater interest in our meetings. For some time they have been conspicuous by their absence. Let us hope they may be conspicuous by their presence in the future. This applies to both day and night men.

Bro. John Long is making trips out Seventeenth street.

In turning this job over to my successor, on behalf of Div. No. 169, I extend to all other locals best wishes for a happy and prosperous New Year.



# SOME GETTING CARELESS.

**Pittsfield, Mass.**—Installation of officers of Div. No. 496 took place Dec. 11 in Carpenters' Hall. Past President Jos. McGovern installed the officers. Vice-Pres. M. Cahill presided in the absence of President Cavanaugh.

Bro. L. Bishop, ill in the Hillcrest hospital, is improving.

Bro. F. Richter has recovered from appendicitis and is again at work.

Bro. Bob Kenny is the next expected to step off. He will follow the example of Bros. C. Goodrich and Wm. Cowlin.

Bro. Curley Goodrow has abandoned the idea of being a theatrical manager.

The dispatcher's office is for the transaction of business only.

Bro. John Gabowit has returned from New York.

Report has it that Bro. Willie Powers is taking lessons at the North Adams Dancing Academy. M. F. B.

# GIVE EXTRAS SNOW WORK.

**Rochester, N. Y.**—Div. No. 282, as a tribute to their past service, re-elected all old officers for the ensuing year. Officers elected are: President, John J. O'Dea; business agent, J. J. O'Sullivan; recording secretary, C. A. Herick. Two new executive board members elected are Brothers D. Archibald and Walter Norton. Bros. E. Burns and Jos. Murphy were re-elected.

Our meetings are being well attended and good work is being accomplished.

Snow has at last come in such an abundance that it is furnishing work for the snowplows. At a recent meeting of the local a resolution was adopted in which the regular men passed this work up to the extra men, as being on the extra list these days is rather a tough proposition. This snowplow work now pays 42 cents per hour, which will now go to help out the extra list.

Some talk is again being indulged promotive of our expected 1915 annual reception and ball. We expect this to meet with the success of last year in the way of bringing in funds for entertaining the coming convention.

General Executive Board Member Wm. B. Fitzgerald has paid us several official visits during the last year. He has become a very welcome visitor to Div. No. 282. The members extend to him their very best wishes for the future and thanks for his able work in their behalf in the past. Bill is all right. 282

# ADVICE NOT WORTH THE MONEY.

**Toronto, Ont.**—Just a few lines to wish the many Locals of the A. A. of S. and E. R. E. of A. a very happy and prosperous New Year. The benefit of an organization was never more clearly demonstrated than in the present crisis when all unorganized workmen are having their wages reduced from 10 to 30 per cent and our members are taking home to their families the same amount in their pay envelopes they have for the past two years. There were those who were of the opinion that the company would take advantage of the labor market to dismiss men for almost any reason, but we are happy to report that never in the history of the organization have relations been more harmonious. It is to be sincerely hoped that they may continue, as none benefits more by such harmonious relations than the employees.

An order recently issued, it is claimed, by orders of the railway board is to the effect that motormen must tip gong twice before starting car. It is further stated that this order is made on the recommendation of the experts who were employed to make recommendations for the betterment of the service. If this is a sample of the recommendations the citizens are to get for their thirty thousand dollars, then it is time the city ceased

handing out good money for poor advice. Who ever heard of any person being run down when a car was being started. The ringing of gongs when there is no necessity only confuses the public, who may be detracted by the ringing of a gong on a car from which there is no danger, and walk in front of an automobile and be killed or badly injured.

The regular meeting of the Division on Jan. 4 was largely attended. Congratulations were heaped upon Bro. W. D. Robbins, secretary of the Division, and Bro. J. Gibbons, business agent, on their election as aldermen in the municipal election on Jan. 1. Bros. Robbins and Gibbons replied to the motion of congratulation, pointing out that their success was due to the good work the members had done in their behalf; that when the members of Div. 113 set out to accomplish an object, they were never known to fail. They also expressed their appreciation for the assistance and good work done in their behalf by members of organized labor in general, and pointed out that the defeat of James Simpson for controller was only an incident in the onward march to progress, and predicted that he would come back stronger than ever next year.

FARMER.

# BUT TWO YET OUT.

**Auburn, N. Y.**—At the recent election of officers of Div. No. 669, President Henry Barrette and practically all other officers were re-elected. We admitted to membership Bros. Bennett and O'Connell. We were pleased to have them join us. There are but two yet out in the cold. We expect they will join before long.

Little Joey of the Clark street line is increasing in population, weight and the size of his family. He has only to turn trolley every seven and one-half minutes.

Bros. Dan Barjon and Pelton recently accompanied Mr. Lewis to Syracuse, where they met the officials of other lines of the Beebe Syndicate upon the matter of uniforms. Our Division voted about even on the question of serge andannel uniforms. The other lines were in favor of serge. The company granted the concession that we should have the right to determine on the cloth ourselves, the company designing the style. The style is to be square cut, single breasted, no leather on the sleeves or pockets, as provision will be made on the new pay enter cars for a place for the conductor's punch and transfers. Conductors will thus not be required to use pockets. Caps are to be of the same style as at present. The badges will be new gold plated with the Auburn and Syracuse lines using numbers up to 200 and the other lines from 200 up. We were also granted the privilege of purchasing uniforms whenever we wish, only that we shall comply with the specification in style and color. 669.

# HOT LUNCH INSPIRES ATTENDANCE.

**Centralia, Ill.**—The regular meeting of Div. 660 was held Dec. 8, 1914, with a splendid attendance. All members enjoyed a nice luncheon after the meeting. I will recommend a hot lunch on these cold winter nights to bring out a big attendance at your meetings. Try it.

Bros. Walter Gough and Wm. Phelps have been on the sick list, but are on the job again.

It was reported that Bro. Geo. Perry had joined the married men's ranks. Although he says it was a false alarm, we thought it was worth the cigars, so he furnished the smokes.

Bro. C. M. Evans and family are spending Christmas holidays at Flora, Ill.

Bros. E. Sellman, A. Swan and C. M. Evans were elected to represent Div. 660 at Centralia Trades and Labor Assembly, of which meetings are held the first and third Thursdays each month.



# LAST RITES TO REVERED MEMBER.

Hamilton, Ont.—Div. No. 107 on Dec. 5 was called to pay last respects to our late Brother John Featherstone, a charter member of the local. The brothers turned out to the funeral and marched to the cemetery. In the death of Brother Featherstone we have lost a tried and true friend and counsellor and the company has lost a respected and faithful employe. The Foresters also turned out to the funeral. Proper resolutions have been adopted by Div. No. 107, extending sympathy and condolence to the bereaved family.

The floral tributes were many and beautiful and were contributed by the following: Pillow, Mr. and Mrs. T. Birdsall and family, Toronto; wreaths, officers and members of 107, Mr. W. Stuart, Mr. and Mrs. E. J. Duffy, Mr. and Mrs. A. R. English, Mr. and Mrs. A. T. Kay; sheaf of wheat, Mr. and Mrs. Kemp and Ethel; sprays, Mr. E. Smith, R. B. Nicholson, Mr. and Mrs. Towilson, Miss Brown, Miss Thomson, Mr. and Mrs. Easterbrook, Mr. and Mrs. George Clark and family, boys of Class 17, Charlton Ave. Methodist Church, Miss Belau and S. S. Class, Miss Taylor's Class of Ryerson School, Mr. and Mrs. Dumford, Misses E. and P. Nicholson, Mr. and Mrs. J. D. Forbes, Mr. Truman and family, Mrs. Meakin and Miss Steele, Mr. McFaddin and son and Mrs. Way of Fergus.

Brother Featherstone worked here for some 25 years. He was night watchman at the car barn for a number of years before going on the cars.

COR.

## WAGE RATE INCREASED.

Glens Falls, N. Y.—Div. No. 304 has elected officers for the year 1915 as follows: President, Lester B. Brownell; first vice-president, Wm. E. Washburn; second vice-president, Arthur Wood; recording secretary, George Dodge; financial secretary, Frank A. Brown; treasurer, John Sullivan; correspondent, Joseph Light; conductor, Harry Arnold; sentinel, Herman Roselle; warden, Augustus Storey; executive board, L. B. Brownell, Everett Bailey, Louis LeValley, Frank E. Bullard, Myron Blakely; Power House committee, John Bewick, Frank Whorf; Barn Committee, Arthur Langlois and George Simmons.

We have secured an increase of one cent per hour for motormen, conductors and barn men. This establishes the rate of 28c per hour for motormen and conductors.

Brother John Wood is in the hospital recovering from a broken leg.

Brother Henry Newton has recently married and moved into a new cottage. Congratulations.

Brother "Dad" Brayton has purchased a new automobile.

304.

## TO HELP UNEMPLOYED.

Covington, Kentucky.—International Executive Board Member Edward McMorro was with us at our last meeting in Nov. 1914, and made a splendid talk on unionism. Several of the members of Local 627 were present, each making a good short talk.

With the exception of a few minor grievances Div. No. 628 reports progress.

Bro. G. Knox is very sick, confined to his bed.

Bro. W. D. Hanna has returned from his hunting trip of two weeks in the mountains. Bro. Heas has learned to be conductor and has some red tie.

Bro. M. Sweeney has loosened up, last seen going into a 5c show with a pretty young lady; some money for Bro. Sweeney to spend.

The Trades and Labor Assembly of Campbell and Kenton counties have appointed a special committee from that body to draw up resolutions in regard to the unemployed of the two counties, to be presented to the commissioners of both cities and so far the committee appointed have succeeded in putting to work 11 men each week in the city of New-

port and 25 men each week in the city of Covington and we hope the good work of the com-

The labor movement in general is progressing nicely throughout this section at present, and should be encouraged by every one of us, as the stronger the sentiment for organization the stronger we become. United we stand, divided we fall, is our slogan, so let's stick together, brothers, and the righteousness of unionism will eventually triumph.

628.

## DETROIT DIGEST.

At the January meeting of Div. No. 26, an amendment to the by-laws providing for the election of all delegates to state and international conventions by regular Australian ballot, had its second reading and upon motion of Bro. H. A. Meeker was adopted. The amendment was presented by Bro. Hugh McClintock.

Election of officers of Div. No. 26 for the year 1915 resulted as follows: President, Stanley Anderson; vice-president, Hugh McClintock; secretary-treasurer, Neil McLellan; sergeant at arms, Grover Phillips; executive board, Wm. Green, Clyde Brooks, George Sebastian, Francis Killenbeck, L. LaButte, Wm. Eddy, Peter Whaling, Anthony Radtke, John Haddox, Herbert Gee, Clarence Nugent, John Leland, Alpha Paquette, Rivard Chilson, John Watson, Frank Schillinger, Abraham Goldwater, Ed. Lewis, Fred Millard, Harry Ferguson, A. Sugden, Thomas McGraw, Harry Prindle, Wm. Rayca, John Scott and James Lee; business agent, Fred Castator.

Bro. Gorthy of the Baker line is on his wedding trip. Congratulations.

The 22nd annual ball of the local will be held Feb. 8, at Moose Temple, under the management of Bros. Wm. H. Green, Perry Prindle and Peter Whaling.

The recent death of Bro. Eddison, for several years a motorman in the employ of the D. U. R., takes a devoted member from our ranks. The sympathy of the local is extended to the bereaved family.

N. McL.

## HEADQUARTERS BURNED OUT.

Trenton, N. J.—We held our last meeting for the year of 1914 in the Owls Hall Dec. 21. Our old headquarters at the Ribsam building burned out on Saturday, Dec. 19. The morning and evening sessions were called to order by President Madeley at 10:30 a. m. and 7:30 p. m. We held election of officers, keeping the room open during the day and evening so each member would have ample time to vote. Bros. John Emory and Wm. Ryan took charge of the polls. The following officers were elected: President, Thaddeus Burns; Executive Board, Jos. Webster, H. Krusen, Geo. Manze, John F. McCarthy; vice president, Benj. King; R. S., H. R. Stradling; Warden, Wm. Ryan; sentinel, J. W. Hoff; conductor, Rus Stradling; correspondent to M. & C., John F. McCarthy; trustees, Benj. King, Ed. Halsey, Geo. Manze; delegates to C. L. U., Jos. Feo, Thaddeus Burns, John F. McCarthy.

COR.

## ELECTION ENTHUSIASTIC.

Seattle, Wash.—In an election of officers for 1915 by Div. No. 587 the election resulted as follows: President, J. W. Wheat; vice president, R. H. Cleaves; recording secretary, L. Budd; financial secretary, L. E. Forsythe; conductor, E. L. Brown; warden, E. Denton; correspondent, B. Braday; executive board, J. C. Land, G. W. Tucker, L. Cusack, J. A. Czech, U. S. Tibbits.

Our election was the most enthusiastic held since we organized. There were 65 votes cast out of 82.

## GOMPERS AND MAHON VISIT INDIANAPOLIS.

Indianapolis, Ind.—President Samuel Gompers of the American Federation of Labor addressed a monster mass meeting in this city at Tomlinson Hall the evening of Jan. 4. In his address he explained what the Clayton amendment to the Sherman Anti-Trust Law means to labor and the laboring class. This was one of the most impressive and instructive features upon which he dwelt, although his address bristled with the liveliest instruction upon the trade union movement in general. The people were glad to hear President Gompers and it is an assured fact that if Indianapolis should have the same privilege again his audience would be of the overflow order. His touching tribute to Senator Cummins of Iowa for his share in the enactment of the Clayton law was a friend maker for that gentleman among the working people of Indianapolis. President Mahon made a fine talk to the same audience and we were pleased that he was in Indianapolis on that occasion.

Brothers Otha Wilson, Chas. Redding and Hayden Palmer are at this writing on the sick list.

Brother Clarence Cleg, one of our old reliables of East Michigan, has received the appointment of bailiff in the Criminal Court.

Brothers Jea. A. Lee, Chas. Coy, H. Schad and Thos. J. Syrus are again at work after recovering from recent illness.

Brother G. H. Ashcraft, who has been very ill for the last ten weeks, has sufficiently recovered to visit the office occasionally.

At the recent election of officers practically all of the old officers were re-elected. Installation took place Dec. 30. All were installed except Brother Bailey, vice president-elect, who was unable to be present on account of illness. He is reported improving.

Our Ladies' Auxiliary gave an entertainment Dec. 9. The proceeds were turned over to the Sick and Accident Fund. There was a crowded house and a splendid program. The proceeds were \$75. The ladies also gave an old time box supper and entertainment on New Year's Eve. The boys were all willing to take a chance, but no one shines more than our respected president, Brother Albert H. Brown. President Brown unearthed a lady who was willing to share with him her time while he was devouring raw potato sandwiches nailed together with tacks. It was Brother Brown's first offense where he failed to follow his own advice of looking up and then one would not be bothered by having his thoughts absorbed by the ladies.

Matters seem to be running very smoothly with us and our relations with the company are becoming more agreeable. We are pleased to assume that this is due to a clearer understanding of our purpose as union men on part of the company officials.

Appeal from the decision of Federal Judge Anderson in our injunction case has been taken. 645.

## BEGIN WELL AND CONTINUE.

Danbury, Conn.—It stands the members of Div. No. 269 in hand not to miss the big supper at our hall next month. Let every member be present.

Bro. Ed. Hyatt, R. Lamson and B. Morgan have gone back to the thermos bottle.

Local 269 has a fast in-door base-ball team. Some speed, Doc.

Bro. Frank Cole is again on Franklin street. Bro. Samuel Everett has again been elected president. There are none better.

Our company has out the swing runs so they are not required for Sunday service. The boys can now attend church.

It is reported that Bro. James Cole, recently

Bro. John Heady has transferred from the Main to the Elm street line.

Bro. R. Lamson is now running a fish market. The brothers will please take notice.

Let us begin the New Year with well attended meetings and continue throughout the year. COR.

Disbursements from the Death and Disability Benefit Fund during the month of December, 1914, were made to beneficiaries on death, disability and old age benefit claims as follows:

## Death Benefits.

W. D. Robbins, financial secretary of Div. No. 113, for beneficiary, death claim of A. C. Cheesman, deceased, late member of Div. No. 113, Toronto, Ont.; cause, pneumonia.....	\$300.00
Mrs. M. E. Hall, beneficiary, death claim of M. E. Hall, deceased, late member of Div. No. 308, Chicago, Ill.; cause, intercranial hemorrhage and fracture of skull, due to accidentally falling from rear end of car while employed as conductor .....	8.00.00
Mrs. Maurice Conlon, beneficiary, death claim of Maurice Conlon, deceased, late member of Div. No. 260, Chicago, Ill.; cause, acute peritonitis.....	800.00
Mrs. Bridget Ryan, beneficiary, death claim of James Ryan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, hemiplegia and nephritis.....	250.00
Mrs. Mary Dever, beneficiary, death claim of James Dever, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis .....	300.00
Mrs. Olive Morgan, beneficiary, death claim of Ernest E. Morgan, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, gun-shot wound through head; suicidal.....	250.00
Mrs. John O'Connor, beneficiary, death claim of John O'Connor, deceased, late member of Div. No. 308, Chicago, Ill.; cause, myocarditis and acute articular rheumatism .....	100.00
Mrs. John E. Stahl, beneficiary, death claim of John E. Stahl, deceased, late member of Div. No. 506, Rensselaer, N. Y.; cause, diabetes.....	250.00
Mrs. William Lyons, beneficiary, death claim of William Lyons, deceased, late member of Div. No. 260, Chicago, Ill.; cause chronic nephritis.....	800.00
Mary Reed, beneficiary, death claim of Walter F. Reed, deceased, late member of Div. No. 388, Newburgh, N. Y.; cause, cancer of prostate gland.....	500.00
Fred W. Speyer, financial secretary of Div. No. 654, for beneficiary, death claim of Harry E. Hunt, deceased, late member of Div. No. 654, Hubbard, Ohio; cause, tuberculosis .....	700.00
Mrs. Lorin E. Gaskell, beneficiary, death claim of Lorin E. Gaskell, deceased, late member of Div. No. 308, Chicago, Ill.; cause, myocarditis and lobar pneumonia.....	\$300.00
Lauria E. Philips, beneficiary, death claim of C. H. Philips, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, accident, collision of cars in which legs were crushed and other injuries .....	250.00
Mrs. J. Featherstone, beneficiary, death claim of John Featherstone, deceased, late member of Div. No. 107, Hamilton, Ont.; cause, pernicious anaemia. ....	800.00
Theresa M. Cotter, beneficiary, death claim of John Cotter, deceased, late member of Div. No. 539, Boston, Mass.; cause, accidental death due to poisoning by charcoal fumes while asleep .....	100.00
Mrs. Harriet Powers, beneficiary, death claim of John Powers, deceased, late	

Thomas Lennihan, beneficiary, death claim of Jerry E. Lennihan, deceased, late member of Div. No. 549, Northampton, Mass.; cause, injuries from the discharge of a gun.....	400.00
Mrs. Thomas Conway, beneficiary, death claim of Thomas Conway, deceased, late member of Div. No. 201, Ithaca, N. Y.; cause, diabetic coma.....	150.00
Mary Ann French, beneficiary, death claim of William French, deceased, late member of Div. No. 238, Lynn, Mass.; cause, myocarditis.....	800.00
Mrs. J. Carberry, beneficiary, death claim of J. Carberry, deceased, late member of Div. No. 308, Chicago, Ill.; cause, endocarditis and tuberculosis.....	600.00
Mrs. George Harrop, beneficiary, death claim of George Harrop, deceased, late member of Div. No. 618, Providence, R. I.; cause, diabetes mellitus.....	100.00
Mrs. Wm. T. Clapp, beneficiary, death claim of Wm. T. Clapp, deceased, late member of Div. No. 618, Providence, R. I.; cause, heart disease.....	100.00
Mrs. Mary Bonfield, beneficiary, death claim of M. W. Bonfield, deceased, late member of Div. No. 260, Chicago, Ill.; cause, broncho pneumonia.....	800.00
R. A. C. Dewar, financial secretary of Div. No. 109, for funeral expenses, death claim of John Preston, deceased, late member of Div. No. 109, Victoria, B. C.; cause, myocarditis and Endocarditis.....	100.00
Mrs. Joseph V. Soukup, beneficiary, death claim of Joseph V. Soukup, deceased, late member of Div. No. 260, Chicago, Ill.; cause, pulmonary tuberculosis.....	150.00
Mrs. N. G. Dittenbacher, beneficiary, death claim of N. G. Dittenbacher, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, apoplexy.....	400.00
Mrs. Henrietta Clark, beneficiary, death claim of Robert H. Schemmel, deceased, late member of Div. No. 241, Chicago, Ill.; cause, fracture of cervical vertebrae due to accident on motorcycle.....	600.00
Wm. Taber, financial secretary of Div. No. 241, for funeral and tombstone expenses, death claim of John A. Eudle, deceased, late member of Div. No. 241, Chicago, Ill.; cause, general septicemia.....	405.00
W. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiary, death claim of A. Lethen, deceased, late member of Div. No. 308, Chicago, Ill.; cause, cystitis.....	500.00
M. J. Hennessey, financial secretary of Div. No. 448, for beneficiary, death claim of Joseph Potaki, deceased, late member of Div. No. 448, Springfield, Mass.; cause, ulcer of stomach.....	150.00
M. J. Hennessey, financial secretary of Div. No. 448, for beneficiary, death claim of H. D. Killam, deceased, late member of Div. No. 448, Springfield, Mass.; cause, pneumonia.....	600.00
C. F. Kinsell, financial secretary of Div. No. 176, for beneficiaries, death claim of Elijah W. Mattix, deceased, late member of Div. No. 176, Sharon, Pa.; cause, septic poisoning.....	800.00
August Brink, administrator of estate for beneficiaries, death claim of Harry B. Brink, deceased, late member of Div. No. 194, New Orleans, La.; cause, cancer of stomach.....	800.00
Mrs. Thomas Patton, beneficiary, death claim of Thomas Patton, deceased, late member of Div. No. 194, New Orleans, La.; cause, accident, being killed between two cars, causing contusion of abdomen, internal hemorrhage and exhaustion from hemorrhage.....	500.00
Mrs. Annie Brott, beneficiary, death claim of Solomon J. Brott, deceased, late member of Div. No. 132, Troy, N. Y.; cause, heart failure.....	250.00
Mrs. William T. Jones, beneficiary, death claim of Clifford Burr, deceased, late member of Div. No. 241, Chicago, Ill.; cause, meningitis acute.....	800.00
Emma Boyd, beneficiary, death claim of George Boyd, deceased, late member of Div. No. 582, Utica, N. Y.; cause, cerebral embolism.....	150.00
Rosa Cornelius, beneficiary, death claim of Richard Cornelius, deceased, late member of Div. No. 518, San Francisco, Cal.; cause, Pulmonary phthisis.....	800.00
Lucy Shayler, beneficiary, death claim of Burton C. Shayler, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, tuberculosis.....	150.00
<b>Disability Benefits.</b>	
Phineas W. Walker, member of Div. No. 26, Detroit, Mich.; cause, accident in collision of cars, causing left leg to be broken from knee to ankle.....	800.00
Wm. O'Brien, member of Div. No. 238 Lynn, Mass.; cause, dislocation of two toes of right foot and injury to tendons while at work on car.....	100.00
Byron C. Odette, member of Div. No. 260, Chicago, Ill.; cause, while operating car was jerked from same wrenching his spine making him hopelessly crippled.....	100.00
<b>Old Age Benefit.</b>	
Jeremiah H. Kator, member of Div. No. 26, Detroit, Mich.....	800.00
Total .....	\$20,055.00

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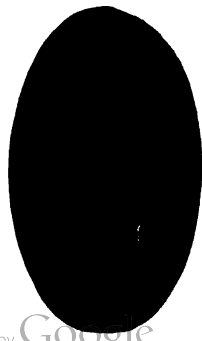
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Division financial book, 400 pages .....	4.25
Triplicate report books, each .....	2.00
Constitutions, in lots of 100 or more, per 100 .....	4.00
Constitutions, in lots of less than 100, each .....	.05
Financial secretary's order book on treasurer, each .....	.25
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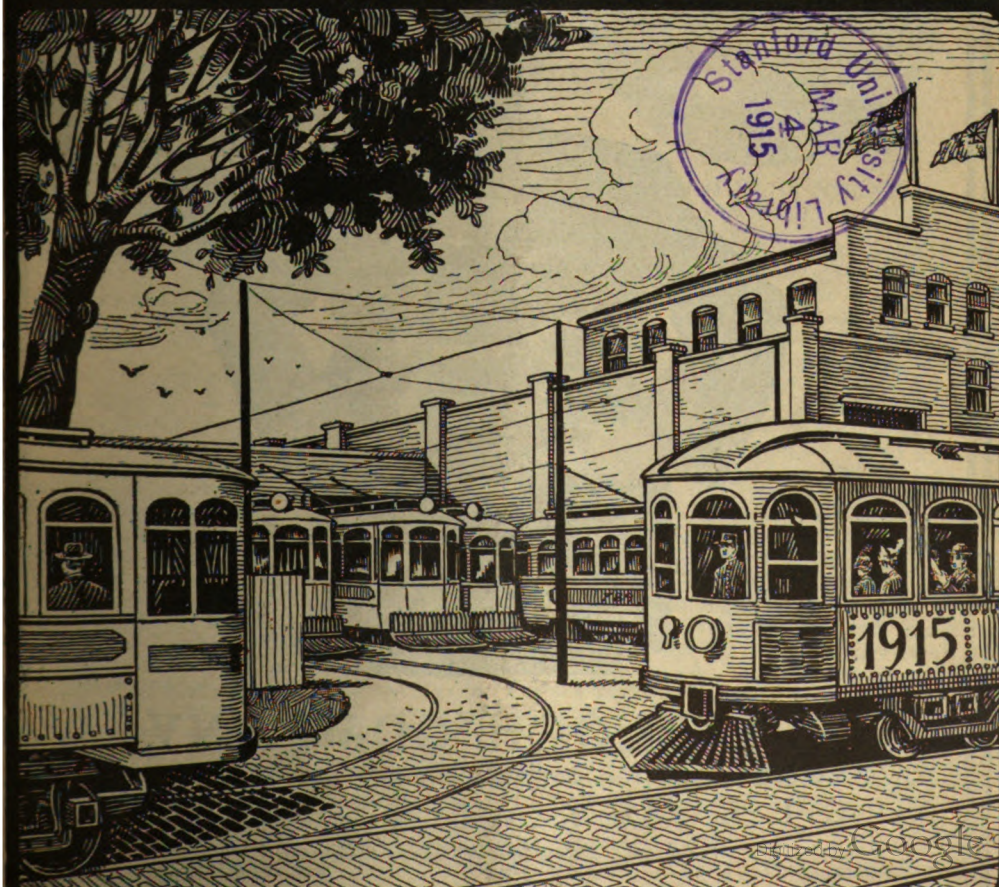


Vol. 23  
No. 3

FEBRUARY



# The Motorman and Conductor



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# The Motorman and Conductor

VOL. XXIII.

DETROIT, MICHIGAN, FEBRUARY, 1915

No. 3



**ALDERMAN JOSEPH GIBBONS,**  
Toronto, Ont.

Not to be denied his close association with Brother W. D. Robbins, who for several years back has given time to the councilmanic work of Toronto, Brother Joe Gibbons sought an avenue into the same branch of the municipal government by this year running for alderman in the Sixth Ward. Brother Gibbons was successful, coming under the line as a winner in a ward of the greatest population in the city, where an election means a majority vote of 90,000 people. Brother Gibbons is Ninth International Vice President and also Business Agent of the big Toronto local, having served in the latter capacity since the death of Brother James McDonald, whom he succeeded some eight years ago. Brother Gibbons is one of the leading trade unionists of the Canadian Dominion, and was largely instrumental in securing the Canadian Disability Compensation Law. In token of appreciation of his services upon this measure, the general movement on last Labor Day presented to Brother Gibbons



**ALDERMAN W. D. ROBBINS,**  
Toronto, Ont.

Financial Secretary W. D. Robbins of Div. No. 113 requires no special introduction to the membership of the Amalgamated Association. His picture is presented above to the readers in consequence of his fourth consecutive election as alderman or city councilman of Toronto. Brother Robbins sits in the Toronto Council from the First Ward, the largest ward in area in the city, and second in population to Ward 6 only. This year Brother Robbins will have as an associate in the City Council, Brother Joseph Gibbons, who was elected from the Sixth Ward. Brother Robbins headed the poll in the recent election, his nearest opponent being 600 behind. His election upon such a vote is an appreciative tribute to the services he has already rendered the city. Brother Robbins has taken deep interest in the improvement and beautifying of Toronto's parks and in the extension of park privileges. He is a devotee to the civic welfare of children and has made himself felt and appreciated along that line within the administration of Toronto's affairs. For years Brother Robbins has served Div. No. 113 as financial secretary. Bro. Robbins has been a familiar figure in the last four general conventions of the Amalgamated Association where he served prominently



**PITTSBURGH ARBITRATION AWARD AND DISSENTING OPINION.**

Early in October the members of Div. No. 85, Pittsburgh, Pa., received the arbitration award resultant from arbitrating the wage rate and term of agreement.

The arbitrators were Congressman Stephen G. Porter, Attorney James C. Gray and Judge Joseph Buffington. Mr. Porter was the choice of the Association. Mr. Gray was the choice of the Pittsburgh Railways Company. Mr. Buffington was chosen by Messrs. Gray and Porter as the third or presiding arbitrator.

The agreement to arbitrate was made May 5, 1914. The arbitration board was completed June 24. Hearings began July 8.

The award was signed by Judges Buffington and Gray, Congressman Porter dissenting.

The award signed by Messrs. Gray and Buffington is presented as a conclusion of reasoning contained in a voluminous brief of 34 printed pages.

The present wage scale was effected by agreement two years ago. The rates are 23½ cents per hour for first six months' service men; 25 cents per hour for second six months' service men; 26½ cents for the second year; 28 cents for the third year; 29 cents for the fourth year and 30 cents per hour for those of four or more years of service. The proposition of the Association was a 35-cent per hour flat rate. The company asked for a proportional decrease in wages.

The question of term of agreement over which the wage scale should prevail was left to the arbitrators. Also the employees asked for time and one-half for overtime, extra pay for snow-plow work and additional pay for Sunday service.

The written opinion granting the award, which sets forth the reasons for not increasing the wage, although voluminous, shows that the judgment of the two arbitrators signing the award was fixed upon the reasons, first, that 75,000 men are out of employment in Pittsburgh from enforced idleness; second, that by virtue of the depression in business the company's gross receipts are depreciated, and, in the judgment of the two arbitrators, the employees should participate in the loss. The two arbitrators signing the majority report also state that in their opinion a comparison in the cost of living now and two years ago does not warrant an increase in the wage rate. Their brief is an expression of their presumption that they add a burden to the company by maintaining the wage rate agreed upon by the parties two years ago.

The award grants the old rates of wage with the same discriminatory periods to prevail for a term of two years ending Sept. 30, 1916. It is alleged in the brief that the term of agreement was fixed by Judge Buffington as a compromise between one year, insisted upon by Mr. Porter, and five years, insisted upon by Mr. Gray. The

all wage scales and working conditions are to maintain as a continuation of the old agreement.

A faithful explanation of the award is that it is a denial of an increase in wage to the Pittsburgh street railway men on the ground that 75,000 wage workers in Pittsburgh are out of employment through enforced idleness; that to increase the wages of 3,000 street car men would add to the already greivous despair of the 75,000 job seekers. Many will fail to see any merit in such a reasoning.

A peculiar feature of the majority decision is the denial of consideration of conditions of employment in other cities in determining Pittsburgh wages and working conditions and bases a denial of free transportation to the Pittsburgh street railway man upon the ground that free transportation is not enjoyed by the street railway employes of certain other large cities named.

The majority opinion seethes with the purpose of enforcing the principles of capitalist paternalism.

**Dissenting Opinion of Mr. Porter.**

The dissenting opinion of Congressman Porter is a masterpiece as a disclosure of the merit of the petition of the employes. It is an able dissertation upon street railway employment and a valuable production to be in the hands of every street or electric railway man in the country. The principles he submits are applicable in every city. Mr. Porter's opinion is as follows:

**Mr. Porter's Dissent.**

On May 1st, 1914, the two year wage agreement between the Motormen and Conductors of the Pittsburgh Railways Company, their employer, expired. Representatives of both sides held a number of meetings in an effort to agree upon a new scale of wages, but after prolonged negotiations, they were unable to reach an agreement.

The motormen and conductors of this Company, three thousand and upwards in number, belong to the Amalgamated Association of Street and Electric Railway Employes of America. This organization differs from the usual labor organization in that it does not insist upon what is known in labor circles as the "closed shop," but relies entirely for its membership upon the benefits derived from its method of aggregate bargaining with the employer and the payment of insurance in case of sickness or death. It is the fundamental law of the organization that all disputes between employers and employes must be settled by the peaceful method of arbitration, unless the employers absolutely refuse to do so. The testimony disclosed that a large majority of the motormen and conductors of the United States belong to this organization and that during the last few years practically all their disputes as to wages and labor conditions have been settled by this

An adequate street car service in a city like Pittsburgh in this age of transportation is a matter of tremendous importance to every citizen, and this organization undoubtedly recognizes by the adoption and enforcement of arbitration the irreparable injury done every citizen by a strike of the street car employees, and that the loss by such action is greater to the helpless citizens than it is to the parties to the controversy. This "cool headed" instead of "broken headed" method of settling labor disputes and thus protecting the innocent public entitles, in my judgment, the members of this organization to the highest commendation, and makes it the positive duty of this Board of Arbitrators to give their claims the tenderest care and most careful consideration.

I have always believed that arbitration of labor disputes resulted in more substantial justice to both sides than any other method of settlement which the genius of man has so far invented, and when I was requested by the officials of these motormen and conductors to represent them upon this Board of Arbitration, I readily consented to do so, believing that I would be doing a public service not only to the employees of the Company but to the citizens of Pittsburgh, all of whom have a vital interest in the peaceful settlement of this wage scale.

Before the discovery of steam and electric power, labor disputes were unknown. The relations between the employer and employee were simple. The employee was in daily contact with his employer and the little differences which arose from time to time were promptly adjusted. The use of these two great forces, coupled with the inventive age which they developed, has resulted in combinations of capital and the unionizing of the workmen. The latter was the natural result of the former. Capital recognizes the value and efficiency of combination; labor recognizes the value and efficiency of aggregate bargaining with the employer. In fact during the last half century, steam power, electric power and inventions have revolutionized our entire industrial situation to such an extent as to create many new and important questions, of which the most important is a proper and equitable adjustment of the relations between employer and employee.

#### Duties and Responsibilities.

It is necessary to a proper determination of this matter to state the extraordinary nature and character of the labor which the employees are called upon to perform by the company.

In the selection of motormen and conductors the company exercises great care to secure men of clean habits and good health. They must be over twenty-five years of age and under forty-five, absolutely free from all evidence of dissipation of any kind. The company was requested to furnish a list of the rejected men for the period of the year before the hearings. It failed to do so and I therefore assume, by reason

of this failure, that many are rejected because they do not comply with the standard heretofore stated. The applicant for position files an application in which his family history is given, the names of all his previous employers, condition of his health, and the names and addresses of men whom he thinks are willing to recommend him as a sober and industrious man. He then receives a most rigid examination by the company's surgeon, and if he passes this, and if the company's investigation of him has been satisfactory, he is given employment. He is then sent to one of the barns, and for four or five days rides on a car with an experienced motorman or conductor, and is instructed by him as to his duties. He is then allowed to occasionally operate the car or collect fares, and his care in the performance of these duties is reported to the company by the motorman or conductor by whom he is being instructed. If a conductor, he is then sent to the Conductor Instructor and thoroughly examined as to the workings of the car. He is then given a book containing 162 rules, everyone of which he is required to know and obey. He is then placed to work as an extra and receives while acting as such, compensation of about \$1.40 per day. The period of this service ranges from three months to a year. The modern electric car is a complicated piece of machinery, and inasmuch as there are several types of cars in use by the company, the men are required to be thoroughly familiar with the mechanism of each type.

A reading of the above rules ought to satisfy any mind that the technical and practical knowledge of especially the electric equipment of these cars, demands of the employee a very high order of intelligence. In addition to this, he must be able to start his car smoothly and stop it in the same way. He must be economical in the use of the electric current. He must have good judgment and be extremely careful to protect the lives and limbs of citizens who momentarily through thoughtlessness or otherwise, are unable to avoid injury or death from his car. In fact, it might be stated here that while the physical strain on these men is very great, the mental strain from almost daily avoiding injuries to pedestrians is much greater. The happening of a distressing accident, especially to a child, usually destroys the efficiency of a motorman.

The speed of the cars, according to the testimony, exceeds in some instances twenty-five miles per hour, and is being increased as the large cars are placed in the service. These large cars are run on the same schedule as the smaller ones, and inasmuch as they carry double the number of passengers the number of stops are materially increased, and the motorman to maintain the schedule must increase the speed between the stops. The conductor is required to maintain order in the car and if called upon, it is the motorman's duty to

assist him in ejecting disorderly passengers.

They are frequently reminded by the rules that "employees bear in mind that they are engaged in a public service, in which they are constantly called upon to exercise great patience, forbearance and self-control." The conductor must be a man of tact and especially proficient in making change. If he makes a mistake in change or accepts counterfeit or mutilated coins, the loss occasioned thereby is taken from his wages. As so well stated in the Brief of counsel for the men, "he must look above the weakness of individuals in the cars, meet discourtesy with courtesy, unreasonableness with reason, impatience with patience." The company has made many arbitrary rules governing the operation of its cars and the dissatisfaction resulting therefrom materially adds to the annoyance of both the conductors and motormen, whom thoughtless people look upon as responsible for the company's actions. In the course of a day's employment he handles upwards of a thousand human beings, men, women, and children. He must constantly be on the alert to protect the aged and infirm while entering or leaving the car. He must be ever willing to help the mother with her child and see that they enter and leave the car in safety. He must protect the passengers from the disorderly or drunken passenger, and sometimes take a severe beating in doing so. He is required to make out a number of complicated reports at the end of his day's work for which he receives no compensation. He must be thoroughly acquainted with all the streets and public buildings and in some instances street numbers of all the routes his car is operated on, and above all things he must be careful that passengers are not injured by the premature starting of the car, which always resulted in a heavy loss to the company. This work must all be done with the schedule in mind; he is therefore frequently hurried in its performance. If employed on one of the old cars collecting fares, he is compelled many times to use physical force to get through an overcrowded car, breathe at all times the foul atmosphere, careful not to make mistakes in change, especially careful not to ask the same passenger for his fare the second time, and at the same time watch for people who desire to board or leave the car and see that they do so in safety.

#### Exposure.

The exposure of the employees to all kinds of weather conditions should be, I believe, taken into serious consideration in fixing their wages. The unavoidably irregular hours of their labor requires them to leave home at an hour and minute fixed by their employer. Rain, sleet, hail, snow or zero weather will not excuse them. Their duty is fixed and certain; it is to take out the car and operate it according to the rules of the company while in a partially protected position, from nine to thirteen hours. A man who can do this for a number of years

in this climate without feeling the ill effects from exposure would be indeed a physical marvel.

It is urged by the umpire that the work in the fresh air accounts for the splendid physical appearance of all the men who appeared before us. Fresh air is undoubtedly conducive to good health, but there is an old adage that "too much of a good thing is worse than none at all," and the man who operates a street car in this variable climate is getting entirely too much of a good thing in the way of fresh air. The magnificent physical appearance of these men, in my opinion, is not so much due to the fresh air as to the fact that they are carefully selected and give evidence of having avoided all kinds of dissipation.

#### Occupational Diseases.

It is also in evidence, and admitted by the company—and therefore I assume it to be true—that many of these men suffer from occupational diseases, such as the breaking down of the arch of the foot from standing, tonsilitis, rheumatism and other diseases due to exposure in bad weather.

#### Dangerous Nature of the Employment.

The operation of a street car, or any form of transportation vehicle, is recognized as a dangerous one. The dangers from collision, runaway horses, imperfect equipment of the cars, are always present, and the casualty list among the employees of this company, while probably no greater than that in other cities is quite large. The open summer car which requires the conductor to ride on the running board while collecting fares, or aiding passengers to board or leave the car, places him in a position of great danger from passing vehicles or obstructions, this exposed condition being responsible for many injuries to the conductors.

#### Irregularity of the Hours of Labor.

The irregularity of the hours of labor of these employees should also be given substantial weight in determining their wages. According to the evidence, they are divided into four classes:

First: The early straight men, who go to work about five o'clock in the morning and work straight through until four in the afternoon.

Second: The late straight men who go to work about three o'clock P. M. and work straight through until one A. M.

Third: The swing men, who work from about five A. M. to ten A. M. and then from four P. M. to nine P. M. They work and are paid for about ten hours' labor but the layover in the middle of the day requires them to be on duty upwards of fifteen hours.

Fourth: Extra men. These men have no regular work from day to day, but are used as occasion requires, to fill the places of regular men, and to handle the extra night and morning rush hours.

The early straight men have the advantage of spending the evenings with their

families. This is denied the late straight men who reach home between one and two A. M. If they sleep the usual number of hours, they do not arise until nine or ten A. M. The same is true of the swing men, who start extremely early in the morning, have a lay over about midday, and then resume the work until almost midnight. The testimony shows that a large number of these employes are married and have families. In the case of the late straight and swing men, they seldom see their children; the late straight man rising after the children have gone to school and when he returns home they are in bed; the swing man arising before the children are up and returning at midnight after they have retired. These men cannot go to the theatres or enjoy any form of recreation in the evenings, because they are engaged in their work. Their home life is destroyed and it is with them simply a proposition of eating, sleeping and working, in the hope that some day, through resignation of other employes or otherwise they will secure an early straight run. The necessities of the traveling public compels them to work on holidays and Sundays. Holidays and Sunday are always looked forward to by home loving men as days of recreation, rest and devotion, but to the street car motorman or conductor, the Holidays are days of much greater labor and Sundays days of the usual work. In a normal industrial calling, the man goes to and returns from his work at seasonable hours. He has his evenings for recreation and the home, his holidays for pleasure and his Sundays for the home and church, and when these things are taken out of a mans life, as they are in the case of these workmen, there is very little left of the real pleasures of life.

I do not contend for an instant that this system could be changed, but I do contend most earnestly that any system which requires men to work these unnatural hours, places upon them an intolerable burden, and that this Board of Arbitrators should make them a reasonable increase in their wages for the irregular, and I may say, unnatural nature of their employment.

#### Are Motormen Skilled or Unskilled Workmen?

It was urged at the hearings that the motormen and conductors were unskilled workmen. May I ask whoever heard of an unskilled workman having 167 printed rules to guide him in the performance of his duties to his employer? May I ask, if these men are unskilled laborers, the reason for the sliding scale which runs over a period of four years? It is a fixed and well established custom that apprentices are paid apprentices' wages until they reach the journeymen's stage, and this is exactly what this company does when it requires the employes to serve an apprenticeship for at least four years before they receive the maximum wage; and when we consider the testimony of the Company—which I shall later discuss in detail—showing that the six

months' men who receive 23½¢ an hour actually cost the company in wages and damages resulting from their accidents 41 3/10 cents per hour, and the five-year men and over, whose wages are 30 cents an hour, only cost the company 2.9 cents per hour in damages, thus demonstrating that experience in the handling of the cars greatly increases the efficiency of the men, the contention that they are unskilled workmen is too absurd and ridiculous to discuss. It is the assertion of such unrighteous propositions that keeps open the breach between the employers and the employes.

It is a long step from the city hack to the modern electric car, but that step has been taken by reason of the inventive genius of our people and the harnessing of the electric current within less than twenty years, and I fear that the average man does not realize that these rapid changes have increased from year to year the responsibilities of motormen and conductors to such an extent that their duties now require more presence of mind, knowledge, skill, good judgment, tact and courage than that of any other calling in the industrial field. The locomotive engineers hold a position of great responsibility, but a comparison of their duties with the duties of a modern street railway motorman shows that the greater mental and physical strain is on the latter. The locomotive engineer hauls about the same number of human beings on a trip that a motorman does in a day. The engineer runs his train over a private right of way, upon which neither pedestrian nor vehicle has a right to be except at grade crossings and these are rapidly being abolished. The motorman operates his car day after day through the streets of a great city, crowded with pedestrians and vehicles which have exactly the same legal right to use the highway that he has, except that they have to give way to the car, as it cannot leave the track. The motorman avoids collision with hundreds of pedestrians and vehicles every day, who have a legal right to be on the highway. The engineer avoids collisions with but few of either, who have no right to be on a railroad right of way. The engineer receives a wage of from six to eight dollars per day; the motorman decided upon by the umpire.

#### Absurdity of the Present Wage Scale.

It appears, according to the testimony of Mr. Jones, the general manager, that he made a calculation which was introduced in evidence showing not only the cost of the various employes by the day, but the cost per hour to the company of each class, for losses suffered by it due to accident claims. The calculation is as follows:

1st 6 mos....	41.3	9.15	21.04	28.79
2nd 6 mos....	38.5	6.00	9.47	13.18
2nd year ....	36.2	8.12	9.54	8.34
3rd year ....	33.3	8.35	9.64	10.73
4th year ....	33.2	11.34	10.66	7.73
5th year and over .....	32.9	57.04	39.66	31.23
		100.00	100.00	100.00

An examination of the above calculation discloses that the six months' men who receive 23½ cents an hour as wages cost the company an additional 17.8 cents per hour in damage claims, or a total in wages and damages of 41.3 cents per hour; that while they represent only 9.15 per cent of the employees, they are responsible for about 28.79 per cent of the accidents. This loss to the company due to accidents, according to Mr. Jones' calculation, gradually decreases as the experience of the men increases, until we find that the men who have been in the service five years and over and receive thirty cents per hour, cost the company only 2.9 cents per hour in damages, or a total in wages and damages of only 32.9 cents per hour. In other words, the six months' or inexperienced men, actually cost this company in wages and damages 41.3 cents per hour, while the five-year men and over cost it 32.9 cents per hour in wages and damages, resulting in the remarkable fact that it actually costs the company 8.4 cents per hour more for its inexperienced men than it does for the experienced men. A mere statement of these facts should be a demonstration of the absolute fairness of the present scale. An application of the common sense so frequently mentioned in the opinion of the umpire must convince any reasonable man that these five-year men and over who by reason of their own increased efficiency, are able to save the company 8.4 cents per hour, should be entitled to at least a portion of the profits secured by the company from their increased efficiency. These men at least who effect this great saving for the company are undoubtedly entitled to a substantial increase in wages.

#### Cost of Living.

Considerable testimony was introduced by both sides on the increased cost of living in the Pittsburgh District during the last few years. It was expert and statistical, and like all such testimony, of doubtful value, but inasmuch as it was the best evidence obtainable, was admitted by the Board.

The company admits that living costs have increased about 7 per cent since 1910.

Without attempting to determine exactly the percentage of the increased cost of living during the period mentioned, the fact remains that the 7 per cent increase conceded by the company is much greater than the increase in wages of the 30 cent an hour men, who represent over one-half of the employees. Under the scale of 1910 they received 29½ cents an hour; under the scale of 1912 30 cents an hour. This is an advance of only ½ cent an hour, or 1.64 per cent, compared with the 7 per cent increase in the cost of living admitted by the company.

Coupling my own knowledge of these matters with the expert testimony where it appeared to be reasonable, I have concluded that living costs have increased in the City of Pittsburgh since 1910 about 12

per cent. In this, of course, I include rent, clothing, and so forth. This increase has been especially noticeable during 1913 and the present year, and it would be just and reasonable to increase the wages sufficiently to provide for this increased cost of living.

#### Conclusion.

Under the evidence I would find the following facts:

1st. Motormen and conductors must have good sight, hearing and mental alertness. They must have sound minds, sound bodies, and be in the very prime of life.

2nd. They must have individuality in contradistinction to employees that work and act under the direction of a boss.

3rd. They must act at times on their own initiative, with no precedent to guide them in the endless number of emergencies that arise in the performance of their duties.

4th. They must possess not only patience but great endurance and presence of mind; patience with passengers, endurance for constant employment, and presence of mind for emergencies.

5th. They must eat irregularly, be away from their families to a greater extent than any other class of workmen, and work regardless of the elements.

6th. They must assume the risks incident to an admittedly dangerous employment and imperil their lives in a crisis like a soldier in the field without regard to their own safety.

7th. They are responsible to the law, both civilly and criminally, for mistakes of judgment, and to the company even to the extent of making change.

8th. They must forfeit their conviction as to the propriety of working on Sundays and holidays.

9th. Their responsibilities have been materially increased since the signing of the last wage agreement, by the introduction of the large or labor-saving cars, the increased congestion in the down town section of the city, and the rapid increase in the number of automobiles, auto trucks and similar vehicles.

10th. The cost of living since the signing of the last wage scale has undoubtedly materially increased.

11th. They serve two masters, the public and their employer.

The facts I would find puts them in a class much higher than an ordinary mechanic or skilled workman. They have the additional responsibility for human life. They are denied, by reason of Sundays and holidays, present enjoyment, and if not properly compensated, future enjoyment as well. The effort of every man is to better his condition, and if he is precluded by his environment, the sequel is discontent.

From these premises the deduction follows: the increase demanded by the men is reasonable and should be granted. I believe the testimony in this case justifies an advance in the wages of all of these employees of at least five cents an hour.

### THE "JITNEY" BUS.

"We are convinced that this mode of conveyance is not temporary in character, as some believe, but it has come to stay as a permanent feature as a transportation convenience.

"We hold it as a sound economic principle that every mode of transportation in operation prior to the advent of the motor bus should sustain its appeal to popular favor and profit-making upon its intrinsic merit and not upon protective legislation."

The quotation is taken from a report of the Public Utilities Committee of the Los Angeles, Cal., City Council. The Los Angeles City Council has taken the initiative in the recognition of a principle upon which to protect the incursion of "jitney" busses into the transportation business of street railways. It is reported that there are 1200 "jitney" busses already in operation in Los Angeles and that their operation has resulted in depleting the street railway service to the extent that some 400 motormen and conductors have been thrown out of employment.

The "jitney" bus has appeared in practically all Pacific Coast cities of any importance and are playing a part in the question of municipal ownership and operation of street railways. Upon this subject, in attempting to discourage the citizens in voting a bond issue preparatory to the extension of municipal lines in Seattle, Mayor Gill issued a statement that: "Motor propelled vehicles are as logically the successors to the electric cars as the electric cars were the logical successors to the horse-drawn vehicles."

The City Council of Seattle, however, has not observed the caution of Mayor Gill, but has proceeded to extend the municipal line.

The Portland (Ore.) Railway, Light and Power Company complains that the Portland City Council has made no move to restricting the operations of the "jitney" bus and the Department of Public Utilities is playing a game of watchful waiting, assuming that in the event that the busses become a permanently established institution the Utilities Commission will design some regulations.

There is no question but that the operation of "jitney" busses will extend into competition with all street railways throughout the United States where communities afford traffic enough to make them profitable.

Published reports in various newspapers of Los Angeles and other cities where the busses are being operated are in effect that the "jitney" bus is good for from \$10 to \$16 a day. The least of them are evidently making enough for sustenance, good wages and a little on the side.

There is one peculiarity about this "jitney" service that rather indicates that it will prove but a temporary menace to the street railways. The service is conducted under severalty proprietorship. Anyone

who has an automobile goes into the business. When it doesn't pay he can get out of the business. In fact he can get out of the business whenever an emotion so takes him. Then the people can walk without recourse. The public cannot depend upon such an irresponsible mode of transportation. In the event that a privileged automobile service should be put into effect under conditions assuring continued and uninterrupted service, such a procedure would be, in effect, installing a regular railless and trolleyless street car service which, undoubtedly, would require too expensive an outlay. It would require especially adapted paving construction of streets, which would entail an untold expense, otherwise the public would not accept a substitution of the easy-riding rail

As soon as it is understood that the "jitney" bus service is of a temporary character, irresponsible and unacceptable, regulations will be fixed upon it that will deprive such service from intervening the regular rail car service. It is difficult to accept the prediction of the Seattle mayor. The realizing of his prediction is dependent too much upon the doubtful permanency of an abnormal public tolerance and generosity.

### NOTICE TO FINANCIAL SECRETARIES.

There has been issued to the Financial Secretaries a circular letter calling their attention to the laws of the Association upon the receiving and suspending of members. The law requires that with each monthly report the Financial Secretary shall send the names of the newly initiated members, giving their full names, for enrollment in the General Office. The law also requires that the Secretary shall each month send the full names of members who have been expelled, suspended or withdrawn from the Division. In the past some secretaries have neglected to carry out this law and have let members stand over who should have been suspended and have neglected to record members who should have been recorded. This practice will not be allowed any more and we hereby specially call the attention of secretaries to the necessity of complying with the law and sending each month the full name of the newly initiated member so that his certificate of membership can be forwarded and to notifying us of the suspended and withdrawn members so that their names can be dropped from the roll. In the future Section 53 of the Constitution will be strictly adhered to and no rebate will be made where secretaries have neglected to report suspended members or those who have withdrawn or left the Association. Neither will any transfer of per capita, paid upon such members, be made to new members whom they have neglected to enroll.

Yours fraternally,

W. D. MAHON,   
International President.

# The Motorman and Conductor

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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division Associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

Labor is dignified by organization.

It remained for Mother Jones to discover John D., Jr.

What dignity is there in labor from the viewpoint of non-unionism?

The Jitney bus is a direct appeal to the unorganized employes of non-union employing street railway companies to organize.

The trade unionist has a just right to take pride in the fact that he is a wage-earner and thereby qualified for membership in a trade union.

The man of moral courage—the promoter of society—the one to whom society owes its security, advancement and moral standing is the man of organized labor.

Street railway companies of no city that will be hit by the Jitney bus can enjoy a better bit of satisfaction or remorse, as the case may be, than exists in the fact that, when the showdown comes, trade unionism fights her enemies and supports her friends. No enemy more bitter than the company that blacklists union men—no friend more to be appreciated than the company that deals on the level with labor organized.

## HOW THE RELIEF.

"I have walked the streets hunting work since 5 o'clock this morning. I have no place to sleep. I am cold and I am also hungry."

The above quotation appeared in the Detroit News of Tuesday, Feb. 2. The News is authority that the statement was made at 9 o'clock at night, Feb. 1, in appealing to the "Welfare Bureau," Detroit City Hall.

The "Welfare Bureau" of Detroit is in charge of Miss Hurley. The News quotes her as saying:

"We are overwhelmed with demands. It is pitiful to see multitudes of men hunting work without shoes fit to keep their feet dry or warm. Men go to bed hungry in Detroit every night. The help given is inadequate to cover the ground and never so much as right at the present moment. There is a whole army of workless. One of the most deplorable results of present conditions is that the self-respect of many an unfortunate is wearing out along with his or her clothes and is decreasing as hunger increases."

It is astounding that a Detroit newspaper of wide circulation should so inadvertently quote the truth of conditions of unemployment in Detroit. Neither is Detroit very unlike all other industrial communities in the United States. Truly, as the Detroit News puts it, "One of the most deplorable results is that the self-respect of many is decreasing as hunger increases."



This lessening of self-respect is a direct affliction of the largest army of job-hunters ever before known in the cities of the United States. It cannot fail to indirectly affect the general standard of self-respect and that means society's standard of health and morality.

Where will this horror of unemployment end? How the relief? The average shrink from the thought. It is society's problem. Present conditions constitute a throbbing volcano beneath the social structure. The condition cannot be ignored and it cannot long go without a remedy. Mercenary profit hunting employers of Detroit and elsewhere have taken advantage of it and have cut wages and are actually commercializing a condition of enforced losing self-respect. The only barrier that stands against a general reduction of wages is trade unionism.

Under the present economic conditions the only relief lies in the extension of employment. How is this to come? That is the question for solution and the safety of the home of every family, whether in opulence or poverty, makes the problem a general one; makes the question of extension of employment of general vital interest.

Men want work. Charity destroys manhood.

### LABOR MUST SOLVE ITS OWN PROBLEM.

"I've got other things to study and have not much time for labor problems." This was the reply given by J. P. Morgan to the question: "Have you studied the labor problem at all?" asked him by the U. S. Industrial Commission.

Mr. Morgan gave the square answer of big business. That answer should arouse wage earners to an interest in their own affairs.

The unorganized depend upon the employer and they get only what the employer gives them, subject, of course, to the organized.

J. P. Morgan is probably one of a very few of the largest employers of labor in the United States. He told the commission that: "It is the business of the hired management to deal with labor." "The stockholder has no responsibility." "The management is engaged to bring results." Does labor need more profound logic for inspiration to organize?

The management of an employing concern is engaged to deliver results from labor in the shape of profit to the employer. How much profit? Every drop of profit that it is within the ingenuity and power of the management to extract from labor—not the labor of the management, but the labor of the wage earners employed by the management.

If there was ever any doubt in the mind of a wage earner as to why he is employed, and what interest his employing concern may have in him, that doubt should be set

aside by the frank statements of Mr. J. P. Morgan. Through Mr. Morgan big business has told labor, through the Industrial Commission, that the business of big business, that the business of an employing concern, is to extract every vestige of profit possible to obtain from the labor of employed wage earners. The employers, so far as they may be represented by Mr. Morgan and his class, and that is the big representation of employers, frankly advise the employees that the best that they can expect is what they can get together and get back of that which they produce.

Mr. Morgan frankly tells us that we are not employed by employing concerns for the sake of giving us employment. We are employed for profit to the employing concern and that profit depends upon that part of the production that the employing company can retain after paying the employees upon a principle of wages fixed by competition in the labor market.

Mr. Morgan's replies to the Industrial Commission were, in effect, that labor will receive no bids from employing concerns; the competition is wholly within the ranks of labor and that it is up to labor to solve its own problems. He hasn't the time—the employer hasn't the time to solve labor problems. Who, then, is to solve the problems of labor if not labor itself? There are only two parties interested directly—capital and labor. Mr. Morgan told us, in effect, that our interests are diametrically opposed. Let no one assume that capital and labor have identical interests. Mr. Morgan has told us to the contrary. There is no better authority.

Mr. Morgan also very frankly told the commission and the world of labor that he wants the right to employ non-union labor. Why? Is he not after the profit? Will not unorganized labor pay the biggest toll for employment? Isn't that why? Then it is up to labor to organize. Pay less for the job and get more in wages.

A branch of employment that has been very little developed along the lines of trade unionism is that of casket making. Neither is it a small field, but an extensive and growing industry. The labor movement in Chicago has been successful in effecting the manufacture of union made caskets, union made in every department, to the end that even the robe or dress bears the union label of the Journeymen Tailors, as well as the casket bearing the union label of the Carpenters, the Upholsters, the Painters and Decorators and Metal Polishers. Everything connected with the casket is union made. The Western Casket Co., Chicago, Ill., is the manufacturing concern that puts out this class of union made goods. The fact should be well advertised in every trade union throughout the land, to the end that union made caskets shall find a place in the markets of every community.

## JANUARY WORK OF INTERNATIONAL OFFICERS.

As a result of President Mahon's investigation of the Boston election, upon which work he was engaged at the beginning of January, action was taken by the local setting aside the previous illegal election and declaring a new election under the regular laws and rules of the Association. He left the direction of this work with Vice-President P. J. O'Brien and the local officers and attended a general labor mass meeting at Indianapolis, Ind. This meeting was addressed by President Gompers and President Mahon. The meeting was a success in attendance, interest and benefit. While in Indianapolis he advised with the officers of Div. No. 645, in which work he associated with International Treasurer Rezin Orr. Prior to his trip to Indianapolis he was required to give advice upon matters of grievance in the interest of the locals employed by the New York Railways. He visited Chicago in the interest of the consolidation of Divs. Nos. 241 and 260 under the charter of Div. 241. The consolidation of these locals creates the largest single trade union in the United States, if not in the world, in respect to the number of members. The International President was required to give much time in January to the internal affairs of Div. No. 26, Detroit, on account of the objectionable condition of the books and accounts of the Detroit local. Aside from his road work he conducted the general affairs of the Association. At the close of the month he was again in Chicago in the interest of the affairs of the Chicago membership.

Vice-President J. J. Thorpe is at West Palm Beach, Fla., where it is hopeful that the temperature may be congenial to more rapid improvement. Brother Thorpe is gaining in strength very slowly.

Vice-President P. J. O'Brien in January assisted Div. No. 589, Boston, Mass., in the conduct of a second election of officers and in its affairs requiring his attention resultant from the election controversy. He visited Div. No. 673, New Bedford, Mass., where he addressed a meeting of that local. He also visited and addressed a meeting of Div. No. 600, Waltham, Mass., and gave advice upon grievance matters to Div. No. 620, Framingham, Mass.

Vice-President Ben Bowbeer was required to visit Div. No. 518, San Francisco, Cal., at the close of the month, from which local he reports progress, the local having under advisement a readjustment of the wages.

International Treasurer Rezin Orr associated with International President Mahon in attendance at the general labor mass meeting at Indianapolis and in advisement

with Div. No. 645 of that city. He also attended the consolidation meeting of Divs. Nos. 241 and 260, Chicago, Ill. At Columbus, Ohio, he met with representatives of the various Ohio locals of the Association upon legislative work. Measures affecting street and electric railway employees' interests were outlined and Brother T. C. Moore of Div. No. 272, Youngstown, Ohio, was designated as a special legislative agent to look after the affairs of the Association before the Ohio legislature. Treasurer Orr also associated with International President Mahon in his work upon the internal affairs of Div. No. 26, Detroit. Aside from his work he has under his advisement the construction of the new headquarters building, excavation for which was in progress at the close of the month. International Treasurer Orr also prepared exhibits of the Association to be placed on exhibition at the Panama-Pacific Exposition, the exhibits to become a part of the American Federation of Labor features at the exposition.

G. E. B. Chairman Magnus Sinclair in January was dispatched to Mt. Vernon and New Rochelle, N. Y., in the interest of Div. No. 498, where grievances had developed against certain of the retiring officers of the local. He was successful in bringing about an adjustment of the controversy.

G. E. B. Member Fred Fay during January had under his direction the wage arbitration in the interest of the various locals employed by the Bay State Railway Company. Aside from this work he assisted Divisions Nos. 589, Boston, and 600, Waltham, Mass., upon grievance work. He also advised with the officers of Div. No. 618, Providence, R. I., upon matters requiring the attention of an International officer. The Bay State wage arbitration was in progress at the close of the month.

G. E. B. Member Edw. McMorrow in January attended meetings of Divs. Nos. 215, Aurora; 416, Peoria, and 308, Chicago, Ill., from which locals his reports are favorable. He also assisted the Chicago locals upon legislative work. He visited Div. No. 228, Joliet, Ill., upon grievance work and advised with Divs. Nos. 598, Crown Point, and 517, Gary, Ind. With the latter local there developed a grievance resulting from alleged misapplication of the wage agreement in the matter of payment for certain work. This grievance was in process of consideration at the close of the month.

G. E. B. Member Wm. B. Fitzgerald in January assisted Div. No. 85, Pittsburgh, Pa., in effecting a renewal of agreement in the interest of the Beaver Falls and Washington branches of the local. Some advantages were gained in working conditions, but the new agreement carries with it the former wage rates. He also secured

the adjustment of the terminal period of the Pittsburgh proper agreement in the interest of Div. No. 85. Aside from this work he rendered assistance to Divs. Nos. 282, Rochester; 580, Syracuse, and 582, Utica, N. Y., upon grievance work and attended a meeting of Div. No. 669, Auburn, N. Y., and rendered assistance to Div. No. 506 Rensselaer, N. Y., from which local he reports gratifying progress. This local has recently extended, increasing its membership 100 per cent. Board Member Fitzgerald also assisted the Joint Board of the New York locals upon legislative work at Albany.

G. E. B. Member P. J. Shea, who, at the close of December was assisting Div. No. 164, Wilkes-Barre, Pa., upon agreement work, reports upon that situation that the wage provision of the new agreement has been submitted for arbitration. The local has chosen Mr. Thomas Shea of Wilkes-Barre as its arbitrator. Reports do not indicate the name of the arbitrator chosen by the company. However, it is stated that the company's arbitrator has been chosen. At the close of the month effort was being made to obtain the third arbitrator to complete the board, pending conferences conducted by the two arbitrators to effect an adjustment. Aside from this work Board Member Shea has assisted Div. No. 655, Scranton, Pa., from which local he reports progress. He was also in advisement upon the affairs of the Binghamton, N. Y., local. He visited Elmira, N. Y., and, at the close of the month was giving his attention to the Wilkes-Barre local.

G. E. B. Member J. C. Colgan, who, at the close of December was engaged upon agreement work in the interest of Div. No. 611, Kankakee, Ill., was successful in securing a most acceptable agreement in the interest of the membership of that local. He also associated in adjustment of grievances in the interest of Div. No. 674, Fort Smith, Ark., where the reinstatement in employment of the president and two others was secured. He was then dispatched to Marion, Ill., upon grievance work in the interest of Div. No. 293 and was able to bring about an adjustment of all grievances in the interest of that local.

G. E. B. Member John H. Reardon during January assisted Div. No. 537, Holyoke, Mass., upon adjustment of agreement grievances. He also advised with Vice-President O'Brien upon the Boston local controversy and attended a meeting of Div. No. 448, Springfield, Mass., where he installed the officers of that local and was required to give attention to legislative work in Vermont.

The weakest among us has a gift, however seemingly trivial, which is peculiar to the influences of better things obtained by him, and which, worthily used, will be a

Disbursements from the Death and Disability Fund during the month of January, 1915, were made to beneficiaries on death claims as follows:

Death Benefits.

James Dunn, beneficiary, death claim of James V. Dunn, deceased, late member of Div. No. 589, Boston, Mass.; cause, acute yellow atrophy of the liver.....	\$100.00
Mrs. Jennie Donovan, beneficiary, death claim of John Donovan, deceased, late member of Div. No. 589, Boston, Mass.; cause, cerebral hemorrhage...	100.00
Mrs. Ida S. Smith, beneficiary, death claim of George W. Smith, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic myocarditis.....	800.00
Mrs. J. J. Haigh, beneficiary, death claim of John James Haigh, deceased, late member of Div. No. 113, Toronto, Ont.; cause, pneumonia.....	100.00
Wm. F. White, financial secretary of Div. No. 645, for funeral expenses, death claim of Benton Moyer, deceased, late member of Div. No. 645, Indianapolis, Ind.; cause, pneumonia...	100.00
Mrs. Tillie Peppard, beneficiary, death claim of H. E. Peppard, deceased, late member of Div. No. 481, Port Chester, N. Y.; cause, pulmonary tuberculosis	700.00
F. A. Hoover, financial secretary of Div. No. 101, for funeral expenses, death claim of Harry Cox, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, acute pulmonary tuberculosis .....	150.00
Mrs. Mary A. Bagley, beneficiary, death claim of John J. Bagley, deceased, late member of Div. No. 589, Boston, Mass.; cause, accidental fall from elevated structure, causing septic meningitis .....	100.00
Mrs. Connie A. Swett, beneficiary, death claim of Chas. W. Swett, deceased, late member of Div. No. 589, Boston, Mass.; cause, chronic Bright's disease and arterio sclerosis.....	100.00
A. P. Crepps, financial secretary of Div. No. 272, for beneficiaries, death claim of John J. Weaver, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, pulmonary tuberculosis.	800.00
William Robertson, beneficiary, death claim of Leo Robertson, deceased, late member of Div. No. 591, Hull, Quebec; cause, lung trouble.....	100.00
Eliza J. Hall, beneficiary, death claim of J. C. Hall, deceased, late member of Div. No. 19, Colorado Springs, Colo.; cause, chronic Bright's disease with heart and liver complications.....	800.00
Mrs. Adaline A. Eldridge, beneficiary, death claim of Millard E. Dedrick, deceased, late member of Div. No. 589, Boston, Mass.; cause, heart disease...	150.00
Mrs. Susan Barry, beneficiary, death claim of Edw. J. Barry, deceased, late member of Div. No. 589, Boston, Mass.; cause, malignant endocarditis and broncho pneumonia.....	150.00
Mary E. Burkhardt, beneficiary, death claim of Moses Burkhardt, deceased, late member of Div. No. 212, Burlington, Iowa; cause, hemorrhage of brain	250.00
Mrs. Hattie Lampman, beneficiary, death claim of Elmer G. Lampman, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, scarlet fever....	150.00
Mrs. M. Henkel, beneficiary, death claim of M. Henkel, deceased, late member of Div. No. 308, Chicago, Ill.; cause, organic heart disease.....	600.00
Mrs. Ellen Garlick, beneficiary, death claim of John Garlick, deceased, late member of Div. No. 589, Boston, Mass.; cause, erysipelas and lagrippe	150.00
Mrs. Annie Riley, beneficiary, death claim of Geo. F. Riley, deceased, late	

Mass.; cause, acute endocarditis and pulmonary embolism..... 150.00  
 Margaret Mahoney, beneficiary, death claim of Michael Mahoney, deceased, late member of Div. No. 589, Boston, Mass.; cause, intestinal obstruction... 100.00  
 Mrs. Andrew F. Mooney, beneficiary, death claim of Andrew F. Mooney, deceased, late member of Div. No. 589, Boston, Mass.; cause, illuminating gas poisoning..... 150.00  
 Chris. Daniels, financial secretary of Div. No. 618, for beneficiary, death claim of Arthur Carmody, deceased, late member of Div. No. 618, Providence, R. I.; cause, chronic myocarditis, complicating nephritis..... 100.00  
 Mrs. Emile Gillet, beneficiary, death claim of Emile Gillet, deceased, late member of Div. No. 618, Providence, R. I.; cause, carcinoma of stomach... 100.00  
 W. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of C. F. Schaefer, deceased, late member of Div. No. 308, Chicago, Ill.; cause, myocarditis..... 800.00  
 Mrs. Louisa Dreier, beneficiary, death claim of William Dreier, deceased, late member of Div. No. 241, Chicago, Ill.; cause, oedema of lungs and chronic cardiac dilatation..... 800.00  
 Mrs. Marie Hansen, beneficiary, death claim of Niels P. Hansen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis... 150.00  
 Mrs. Mary Beuke, beneficiary, death claim of Otto C. Beuke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pneumonia..... 500.00  
 Mrs. George Rice, beneficiary, death claim of George S. Rice, deceased, late member of Div. No. 168, Meriden, Conn.; cause, pneumonia..... 800.00  
 Anabel Rix, beneficiary, death claim of Hugh Rix, deceased, late member of Div. No. 343, Kalamazoo, Mich.; cause carcinoma of liver..... 700.00  
 Mrs. A. J. McDonnell, beneficiary, death claim of A. J. McDonnell, deceased, late member of Div. No. 168, Scranton, Pa.; cause, pneumonia..... 250.00  
 Mrs. Grace M. Allen, beneficiary, death claim of Clarence Allen, deceased, late member of Div. No. 280, Lowell, Mass.; cause, bronchiectasis..... 800.00  
 Mrs. John Jacob, beneficiary, death claim of John Jacob, deceased, late member of Div. No. 194, New Orleans, La.; cause, nephritis..... 800.00  
 Mrs. Louis Cretin, beneficiary, death claim of Louis Cretin, deceased, late member of Div. No. 194, New Orleans, La.; cause, carcinoma of stomach... 800.00  
 Mrs. Emma Auslander, beneficiary, death claim of Otto E. Auslander, deceased, late member of Div. No. 26, Detroit, Mich.; cause, fractured skull base by falling from street car, accident.... 800.00  
 Mrs. Charles H. Wells, beneficiary, death claim of Charles H. Wells, deceased, late member of Div. No. 26, Detroit, Mich.; cause, shock and burns of body by lighting fire with gasoline, accident 100.00  
 Mrs. Nellie Rickard, beneficiary, death claim of John P. Rickard, deceased, late member of Div. No. 241, Chicago, Ill.; cause, septic meningitis and mustarditis operation..... 800.00  
 Mrs. Nora Madden, beneficiary, death claim of Edward Madden, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pachy, meningitis, tubercular..... 800.00  
 Mrs. Henry Adler, beneficiary, death claim of Henry Adler, deceased, late member of Div. No. 260, Chicago, Ill.; cause, phthisis pulmonalis..... 250.00  
 L. Wilson, financial secretary of Div. No. 379, for beneficiary, death claim of Clarence Allen, deceased, late member of Div. No. 379, New Orleans, La.; cause, tuberculosis..... 500.00

tuberculosis..... 500.00  
 Mrs. Caroline Peterson, beneficiary, death claim of John Peterson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, aortic regurgitation of heart..... 800.00  
 Mrs. Daniel Conwell, beneficiary, death claim of Daniel Conwell, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, arterio sclerosis..... 800.00  
 James J. Lynch, financial secretary of Div. No. 281, for funeral expenses, death claim of August Ertelt, deceased, late member of Div. No. 281, New Haven, Conn.; cause, accident, fall from car, causing fractured skull.... 100.00  
 Total.....\$17,350.00



**LATE BRO. C. H. MCCROSSEN,**  
Div. No. 282, Rochester, N. Y.

The sudden death of former President C. H. McCrossen of Div. No. 282, Rochester, N. Y., occurred on the morning of January 25. He was a motorman in active employment with the Rochester company and was stricken by death from heart failure while on his way to work. The death of Bro. McCrossen is the third in immediate succession of international repute. Like Bros. Cornelius and French, Bro. McCrossen, as an experienced convention attendant, had taken an important part in the construction of the laws of the Association. He also was active in the affairs of the New York State general labor movement. He was a leading spirit in the big Rochester local which he served in various official positions and for years as president. He was reputed as a safe and sane advisor. In expressing profound regret at the untimely death of Bro. McCrossen, the Motorman and Conductor, on behalf of the entire Association, extends sincere sympathy to the aggrieved family and Division No. 282 in this most sorrowful moment.

## IN MEMORIAM.

By Div. 623, Buffalo, N. Y.

Whereas, Almighty God has seen fit to suddenly remove from our midst our steemed and beloved brother, John Rauscher, and Whereas, Our late Brother Rauscher was a true and faithful member of this Association

Resolved, That we, the members of Div. 623, extend to the bereaved family our heartfelt sympathy in their dark hour of affliction and commit them to the kindly consolation of Him who knoweth best; and be it further

Resolved, That as a mark of respect for our departed brother our charter be draped for a period of 30 days, a copy of these resolutions be sent to the family, also published in the Motorman and Conductor, and spread upon the minutes of Div. No. 623.

Committee on Resolutions.  
FRANK O'SHEA, President.  
R. C. BRONSON, Fin. Sec'y.  
VINCENT TUERO, Cor. and Rec. Sec'y.

Jan. 28.

By Div. No. 282, Rochester, N. Y.

Whereas, God in infinite love and Divine justice has stretched forth His mighty arm and taken suddenly from the ranks of Division 282 our former esteemed president and brother, C. H. McCrossen, whose every act in life characterized him as one devoted to the trades union movement, and whose fidelity to duty may well be taken as a criterion, and

Whereas, While we realize that the bereaved ones have been called upon to endure grief and sadness until their cups are filled to overflowing, and realizing as we do our inability to adequately convey to them our minds' thoughts and our hearts' feelings, we humbly commend them to the counsel of the Father of Love, in whose keeping may be found the haven of refuge from earthly trials and tribulations. Therefore, be it

Resolved, That we, the officers and members of Division 282 of the A. A. of S. & E. R. E. of A., extend to the family of our late brother a letter of condolence, that they may know of the high esteem with which he was held by his fellow men. Be it further

Resolved, That our charter be draped for a period of thirty days; that a copy of these resolutions be spread upon the minutes of this Division, and they be published in the Motorman and Conductor.

JOHN J. O'DEA,  
J. J. O'SULLIVAN,  
C. A. HERRICK,

Committee on Resolutions.

January 27, 1915.

Whereas, In His infinite wisdom our Heavenly Father has called to Him our esteemed brother, Alois Hermstein, in whose death we have sustained the loss of a true and faithful member, and

Whereas, Realizing well that our expressions of praise for the departed cannot overcome the grief of those left to mourn his departure from this life, yet in consolation, we extend our sincere sympathy and as a token of our regard for our late brother, be it

Resolved, That the charter of Division 282, A. A. of S. & E. R. E. of A., be draped in mourning for a period of thirty days; that these resolutions be entered upon our minutes; that they also be published in the Motorman and Conductor, and a copy be transmitted to the relatives of our late brother.

JOHN J. O'DEA,  
J. J. O'SULLIVAN,  
C. A. HERRICK,

Committee on Resolutions.

January 27, 1915.

By Div. No. 654, Hubbard, Ohio.

Whereas, Our Heavenly Father has seen fit to call our esteemed brother, Harry E. Hunt, to the Great Beyond, and as we bow in humble submission to Him who knoweth best, and, while we know that words cannot alleviate the grief in the hearts of those who were near and dear to him,

Resolved, That we extend to the bereaved family our sincerest sympathy in this, their hour of bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, a copy to the "Motorman and Conductor," a copy be spread on the minutes of the meeting, and our charter be draped for a period of thirty days.

Attest:

FRED W. SPENCER, Secretary.  
December 15, 1914.

By Div. No. 645, Indianapolis, Ind.

Whereas, Almighty God in His infinite wisdom has seen fit to remove from our midst our beloved brother, T. Benton Moyer, who in life was a true and faithful comrade, ever found on the side of his fellow workmen when occasion required; therefore, be it

Resolved, That we, the members of Div. No. 645, Amalgamated Association of Street and Electric Railway Employees of America, extend to the bereaved family our heartfelt sympathy in their dark hour of affliction and commit them to the kindly solace of Him who doeth all things well.

Resolved, That as a mark of respect for our departed brother our charter be draped for a period of thirty days, a copy of these resolutions be published in The Motorman and Conductor, a copy forwarded to the family and that they be entered upon the minutes of this Division No. 645.

Attest: WM. F. WHITE,  
Secretary.

Jan. 5, 1915.

By Div. No. 19, Colorado Springs, Colo.

Whereas, Our Heavenly Father in His infinite power and mercy has seen fit to summon on final call our esteemed brother, John C. Hall, who by his noble and upright character won and retained the love and admiration of his fellow-workers, and

Whereas, In his death Division No. 19 loses a true and faithful member and his family a kind and devoted husband and father, therefore be it

Resolved, That we, the members of Division No. 19 of the A. A. of S. & E. R. E. of A., extend to his family our heartfelt sympathy in their time of sorrow, and be it further

Resolved, That our charter be draped for a period of thirty days; that a copy of these resolutions be sent to the family, spread on our records and published in the Motorman and Conductor.

M. W. BLACKMER,  
J. E. DRAPER,

Committee.

Jan. 25.

By Division No. 343, Kalamazoo, Mich.

Whereas it has pleased our Heavenly Father to remove from our ranks by death our beloved and esteemed brother Hugh C. Rix; and, Whereas, in the death of our brother our Association has lost a faithful worker; and, desiring to express our sympathy to his sorrowing family; be it,

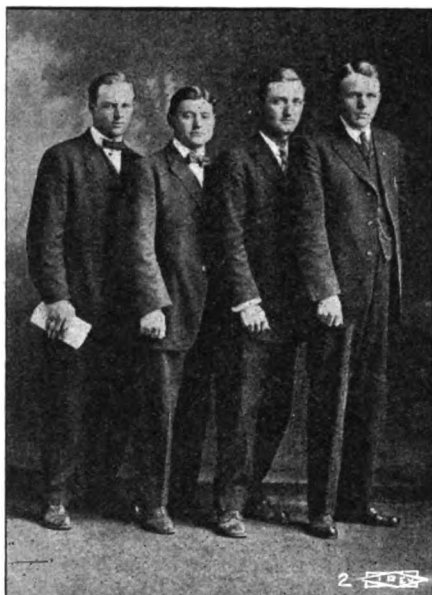
Resolved, That Division 343 in regular meeting assembled, extend to the family of our deceased brother its earnest sympathy in their hour of bereavement; and be it further

Resolved, That the Charter of this Division be draped in mourning for a period of sixty days and a copy of these resolutions be sent to the sorrowing family; that they be entered upon the minutes of the meeting and that they be published in our Journal, The Motorman and Conductor.

Feb. 6.

E. N. MIDDLETON,  
GEO. F. CURRIER,  
R. M. WILSON,  
Committee.

## Edited by Local Division Correspondents



### OFFICERS OF DIV. NO. 590, COLUMBIA, S. C.

Reading from left to right are President A. A. Gerald, vice-president, F. B. Dickert, financial secretary, John W. Ballentine and recording secretary, L. T. Gerald. The picture was supplied by Correspondent Thomas B. Sox and represents officers who participated in conferences that lead to the recently executed agreement between Div. No. 590 and the employing company.

### DID RELIEF WORK.

**Salt Lake City.**—The annual election of Div. 382 was held on the first regular meeting day in January, at which there was a large attendance. After the usual opening and the installation of officers, the meeting was devoted almost entirely to having a good time. The local's ever ready musicians were on the job. They played all the popular airs and the boys swayed to the tune of "Tipperary." After a few lively bouts on the mat, a plentiful store of good eats, coffee and buttermilk and something to smoke were ushered in so that ones who had to leave early to make their reliefs were well refreshed before going to work. A few recitations, short talks and stories were then given and songs by Bro. Elmore held the attention of the members. His singing was well appreciated. The evening meeting was held at 8 o'clock and the day men were given an opportunity to enjoy themselves. A full stomach and an exceedingly good time was had.

The committee and members were pleased with the outcome of a move taken up in the early part of December by Bros. Frederickson, Green, Carson and Yelton, in which they started a subscription to extend a helping hand to the less fortunate brothers and others needy in this city. The amount subscribed was \$117.00. Out of this amount a half dozen or so of the carmen who were found to be in hard circumstances, were given attention first. The rest was divided among poor people

in distress. This move was heartily endorsed by all the members as a good and worthy cause and we are sure it helped to make more than one Christmas brighter.

Bros. W. L. Haney, J. C. Palmer, Harry Horsely, A. J. Clift and H. A. Lyons, are still on the sick list.

Bro. Harley Mowrey, the oldest conductor in the service, is to take a month or so off to rest up. He will go to California on a visit with relatives.

Bro. Penn is taking in the sights at Atlanta, Ga.

Bro. Higgins, who went home some time ago to Oklahoma City, where his father was dying, writes that his father has passed away. He will probably be back at work soon. Bro. Higgins has the sympathy of all the members.

Bros. R. M. and J. R. Usher and C. W. Proctor are still enjoying themselves at Atlanta, Ga. They will be back in the early spring.

Bro. St. Thompson is in California where he will visit friends while taking a ninety-day lay off. St, your little girls on 2nd South are beginning to get uneasy.

Bro. A. Larson has been sick for some time.

Bro. B. A. Lea's smile is lots bigger than it use to be. He says he has got an 8-pound girl at the house.

The stork descended upon the homes of Bros. A. A. Johnson and J. B. Paul and fulfilled its mission by leaving a miniature 8-pound motorman at Bro. Johnson's, and an 8-pound conductor at Bro. Paul's house.

Bro. Fryer is reported as being much better and expects to return to work in a few days.

We are glad to see Bro. David Fowkes at work again after several weeks off as a result of being hit and run over by an automobile while on his way to work. Also Bro. S. M. Nelson, who was sick with typhoid fever.

The boys have a little extra duty now keeping their eyes open to see if their coal man and milk man are riding on the "Jitney's."

The sympathy of this division is extended to Bros. Stark, Jesse Johnson and G. A. Maxwell, in their late bereavements. COK. 382.

### BRO. FOLTZ IN LEGISLATURE.

**Butte, Mont.**—Brother R. W. Foltz is a member of the present State Legislature now meeting at Helena.

The Butte Mutual Relief Association is financed by the unions of this city for the relief of families and union men out of work. It is doing much good. The last weekly report showed that they served 1862 meals within the week.

The Arnold Plumbing Co., of this city has secured an injunction against many of the unions. The firm has been boycotted by the plumbers and has taken the injunction means for relief. To a man up a tree it looks like the first gun in an attempt to disrupt unionism here.

On Jan. 20 Brother Ben Wallace of the Helena local visited us. From his pleasing manner and unswerving loyalty as a unionist we must agree with Brother Burt, International vice president, that the Helena boys are the greatest little bunch of men in the world. 381.

### LOCAL REPORTS PROGRESS.

**Port Chester, N. Y.**—Div. No. 481 has for her pilot for the year 1915 Brother Charles Jurey, who was re-elected on account of his successful conduct of the local in the past.

Brother James Foley has returned to work after a much needed rest.

Brother Thomas McGee is priding himself upon the advent of a young conductor in his home.

Div. No. 481 reports progress. H. G. P.

## DONATED TO LOCKED OUT LOCALS

**New Orleans, La.**—On Dec. 29 Brother John Jacobs passed from this life, leaving a wife, three daughters and two sons. Brother Jacobs had worked out of the Arabella Barnes for 23 years, being one of the oldest employes in the service. Mrs. Jacobs desires to extend the thanks of the family to Div. No. 194 for the kindness of the Association in her hours of distress and for the beautiful floral tribute.

Brother A. J. Majeste is making application for disability benefit in that his physicians have told him that he will never be able to again operate his car. He was injured some over a year ago by being struck by a brake lever.

At our meeting of Jan. 13, we donated \$10 each to the International Glove Workers, Johnstown, N. Y., the Western Federation of Miners, 39 of the members of which are now under indictment in Calumet, Mich., and the United Textile Workers of the Fulton Bag and Cotton Co., of Atlanta, Ga. The Glove Workers and Bag and Cotton Workers are on strike.

The company has installed large air-brake cars on the St. Charles belt line. They are of the latest equipment. The conductor is required to open the door, the opening and closing of which automatically raises and lowers the steps. This is a safety arrangement.

Our meeting of Jan. 13 was addressed by Brothers John Breen and George Roderman of the Typographical Union. Their local is locked out in this city and the brothers are putting up a game fight. They urged patronage of The American, a strictly union daily, which is endeavoring to establish itself here. The subscription is 10 cents per week or 2 cents per copy. Stock for this paper is also on sale. It is up to the trade unionists of the city to see that the paper is a financial success.

The associated employes of the N. O. Ry. & L. Co., gave their first grand plain dress masquerade and cotton ball at the Washington Artillery Hall, Jan. 16. 180 members, garbed in farmer costumes, formed and marched in parade through the business section of Canal St. to the hall, being led by a band. It was a success. A. K. F.

## OPEN NEW LINE.

**San Francisco, Cal.**—At our meeting of Thursday, Jan. 14th, our business agent reported that he had procured raincoats or capes for our collectors to use when it rains, and a fine thing too. He said that our Superintendent never hesitated to grant the request. Our collectors had to stand at their designated corners for two hours with no shelter whatever, and in a driving rain. Now they will be protected.

With an appropriate little speech our President presented Past President I. P. Elgin with a solid gold signet ring. Bro. Elgin was very much surprised and expressed his appreciation. Bro. Rafael commended Bro. Elgin on bringing the local to its present standing, having been presiding officer from the day it was organized until he retired at the recent election, and said that the ring was a token of appreciation from the members.

I will now state at the most opportune time, that local 618 is growing. There are about 480 men on the platform and about 440 of them belong to the local. Most all of the shopmen and trackmen have affiliated too, so we have quite a membership. One year ago we had about 150 members enrolled. Our membership will soon grow more as 25 crews have been called from the civil service list, and when our Fair opens we will still need more. Every car on the system will be pressed into service to handle the rush.

I want to say one thing toward encouraging any member of the Amalgamated Association, that if you can afford it, take a trip out here and see this Fair. It has been reported from good authority to be the finest

ever built in the world. If any member should come here, make yourself known to any of the Municipal Boys and I assure you that you will find friends. We've had too many collisions lately, four in two and a half months, three with foreign cars and one between two of our own cars, and caused from carelessness on both sides, and yet none discharged. While our Supt. issued orders that are very hard to comply with, he must be commended in being lenient with the Motormen who figure in these collisions, where usually it means immediate dismissal. Mr. Cashin has only suspended them from two weeks to thirty (30) days.

In my last article I mentioned a new line we were to start. It is now running, and it taps a neighborhood that needed car service very badly. Bro. Turner did the honors of driving the Official car opening day. I failed to get his conductor's name but will do so and mention it in the next letter.

We have one of the luckiest platform men in San Francisco, Bro. C. A. Cresse. He married a widow said to be worth money in six figures. It is rumored that she is a millionaire. However, she is wealthy, and we all extend congratulations. 518.

## NO LACK OF INTEREST.

**Buffalo, N. Y.**—Div. No. 623 has successfully established a sick benefit feature. Sick benefits will be paid at the rate of \$10 per week after the first seven days of sickness. A majority of the members have enrolled in this department. The officers are working hard to make the sick department a success.

Meetings are being well attended and there is no lack of interest on the part of our members.

Div. 623 appointed President Frank O'Shea and Recording Secretary Vincent Tuero to represent the local at the joint conference of the state Divisions held at Albany, N. Y., Feb. 8.

The Buffalo local is interesting itself to entertain the International Convention delegates at Niagara Falls during the coming Association Convention to be held in Rochester.

Brothers James Patterson, J. Blackhall, A. Lynch and Max Lebby are on the sick list. Brothers Lynch and Lebby underwent operations at the hospital. COR.

## OFFICERS INSTALLED.

**Hyde Park, Mass.**—At a regular meeting of Div. No. 873, held in December, officers for 1915 were elected as follows: President, Percy A. Chamberlain; vice president, James Quinn; recording secretary, Harry J. Conlon; financial secretary-treasurer, Michael J. Gilman; conductor, Thomas Carver; warden, K. J. Morgan; sentinel, Fred Lipp; executive board, Wm. O. Curtis, Daniel McNamara, James Quinn, Albert Tays and Percy A. Chamberlain; delegate, P. A. Chamberlain.

Installation of officers took place Jan. 6th. Refreshments were served and a good time was enjoyed by all who were present. 873.

## MAKING RAPID STRIDES.

**Meriden, Conn.**—Div. No. 163 is making rapid strides and we are hopeful of seeing all employes here qualified for membership enrolled.

Our regular meetings are held the fourth Tuesday in each month. Let us all bear it in mind. Also do not forget that by being prompt in payment of dues you will assist the financial secretary.

Brother Gus French is again working after recovery from disability from a fractured rib. Brother McEvoy has a spare time job singing at the opera house.

Another son has made his advent at the home of Brother Myers. COR.



## CHANGE MEETING DATE.

**Joliet, Ill.**—The annual mass meeting of Div. No. 228 was held in Castle Hall, Friday, Dec. 11, at 1:30 a. m. Election of officers for the ensuing year took place. There was also action taken upon a proposed amendment to the by-laws. The amendment was submitted by Brother Tom Condon to amend the by-laws to provide that "the financial secretary shall, for the faithful performance of his duties, receive the sum of \$60 per year." The amendment cuts the former salary one-half. Another amendment proposed by Brother George Brereton, which was adopted, was, in effect, that the monthly meeting be held on the first Wednesday of each month instead of Tuesday.

There were 121 of a total of 178 members present at our annual election meeting.

Brothers Bishop and Merrill wish to extend their thanks to the members and sick committee for the kindness bestowed upon them during their recent illness.

The stork left a girl at the home of Brother Holcomb. Congratulations.

Brother Patmore has a new son. More congratulations.

The annual ball of the local, held in Adams' Hall, Dec. 17, was a social success.

## COR.

The audit of our financial books and accounts shows a recapitulation as follows:

Balance on hand Jan. 1, 1914—Savings account, \$501.35; general fund, \$230.30. Receipts for the year 1914—Dues, \$2,038; initiation fees, \$46; interest on savings, \$15.13; other sources, \$69.40. Total, \$2,899.98. Expenses for the year, \$2,261.69. Balance on hand at the close of the year 1914, \$638.29.

Our membership audit is as follows:

Membership Dec. 31, 1913, 182; initiated during 1914, 43; admitted by card during the same period, 3. Total, 228. Withdrawn and suspended during the year, 53; died, 2. Total membership at the close of the year 1914, 173.

Our retiring secretary, Brother A. A. Dodge, is entitled to great credit for the manner in which he conducted his office during his term and the courtesies extended to the membership. He leaves the office with a first class record.

Brother Hebert is improving from an operation at the St. Joseph Hospital.

Jan. 2 there was an arrival of a new boy at the home of Brother St. Ange.

Brothers Myers, Walte and Bishop have returned to work.

## DETROIT DIGEST.

Div. No. 26 gave her 22nd annual ball at Moose Temple the evening of Monday, Feb. 3. Music was supplied by Lorenzen's Orchestra. It was a most enjoyable event. Among the nables present were International Treasurer Regin Orr and Executive Board Member D. J. Reed of Div. No. 241, Chicago, Ill., a former member of the General Executive Board. The event did credit to the committee, Brothers William H. Green, Perry Prindle and Peter Whaling.

A bill providing for a 10-in-12 hour service day for street railway men is now resting in the Committee on State Affairs of the State Senate. This is the same bill introduced two years ago which died in the Senate Labor Committee. It was introduced this year by Senator James Hanley, who is a member of the State Affairs Committee. Senator Hanley is a brother of Judge Stewart Hanley, a man who holds high favor with the Detroit labor movement.

Brother John Newberry, one of the old members of the local, is lying very ill at his home at the present writing.

Brother John McEvoy is recovering in the hospital, where he underwent an operation for appendicitis.

Brother John Affelt, one of the respected members of the local, recently met an untimely

ly death in an accident. He leaves a widow and four children to mourn his loss.

Death recently took from our ranks Brother Harry Pond, a highly respected member. The sympathy of the local is extended to the bereaved family of our deceased brother.

The Executive Board, at its last meeting, consolidated the Crosstown with the Fourteenth St. lines. Z. A. C.

## REARDON INSTALLS OFFICERS.

**Springfield, Mass.**—At a meeting of Div. No. 448 held Jan. 12, newly elected officers were installed by G. E. B. Member John H. Reardon of Worcester, who was present by special request of the local. Professor R. E. Meyers presided at the organ where he contributed music for the installation march. After the regular order of business, President P. J. O'Brien paid a touching tribute to the installing officer. In a few well chosen words he presented Brother Reardon with a handsomely engraved gavel as a small token of the esteem and staunch friendship existing between him and the members of Div. No. 448. The meeting concluded with a banquet under the direction of Brother W. J. Sullivan and a corps of Japanese waiters. A pleasing bit of originality was introduced in a cigar placed at each plate. It was specially designed, bearing the official seal of the local. Clearly stamped upon it were the municipal tower, Mount Tom, "Rabbit" Maranville, President Mahon and Installing Officer Reardon. McCaffrey Brothers received many congratulations for getting out these cigars in such an ingenious manner. An entertainment arranged by the executive board was enjoyed. Of the talent were Brothers Wm. Bodman, Mark Walsh, Frank McCauley, Lee Sherman and the correspondent. The event tinent Bros. Cecil and Robt., with Cecil gaid-closed by the presentation of beautiful fountain pens, one each to President P. J. O'Brien and Secretary M. J. Hennessey. The pens were suitably inscribed in appreciation of their many favors and past valuable service. The presentation speech was made by G. E. B. Member Reardon.

Jan. 15 Div. No. 448 gave her annual concert and ball at the new Auditorium. Music was supplied by Haggerty's Orchestra. The grand march was led by Mayor Frank Stacey, followed by 350 couples. Among the guests were Attorney James H. Vahey of Boston, and many visiting guests from surrounding locals.

I don't think it good policy to advertise another's business, but I cannot refrain from declaring the efficiency of the gum-shoe men of our neighborhood. They are the best this side of the Mississippi River.

Johnnie Spellacy and Laurie Reed are the two little dashers in this neighborhood who, when together, look like one of those "before and after" signs.

For genial good humor I'll defy anyone to challenge the conductors on the all-night cars to Holyoke and the Green Line. We have got to hand it to Dick Walsh and L. Jerome Ryan.

## J. ACCOMMODATION TRAIN.

## NEW MEN ARE BREAKING IN.

**Davenport, Ia.**—Div. No. 312 gave a dance Jan. 23 at the new Coliseum. It was a financial success, the proceeds to enter the sick benefit fund of the Association. President Kinsley and several members of the Rock Island local were in attendance. A vote of thanks was extended to The Democrat and the moving picture houses for their liberal advertising of the affair.

Brother Hamdorf remains on the sick list. Call and see him.

Brother Ira Hammond and Brother Bendixen are on the sick list.

Brother D. J. Bruin was compelled to give up his position here on account of the illness of his mother in Indiana.

Brothers Kaiser and Murath are in deep mediation on the case of Brother Bert Smith.

## MEMBERS REDUCE ACCIDENT EXPENSE.

**Fredonia, N. Y.**—At the recent installation meeting of Div. No. 592, after the installation of officers we enjoyed a very delightful banquet at which the officials of the B. & L. E. Co. were invited guests. Toasts were responded to by Gen. Supt. G. W. Baker, Div. Supt. P. J. Gallagher, Div. Supt. A. C. Moll, of Buffalo; Roadmaster C. M. Harrison, Traffic Agent M. H. Zenders, Car Starter John Whitney, Dispatcher H. Cooke and officers and members of the local. Mr. Baker talked on the hard times subject, but his address was mighty encouraging for the year 1915. He hopes to see several new runs added to the schedule. He also praised the Association upon the reduction in accident expense. Mr. Baker lauded the members for turning out to the meeting and taking an interest in the operation of the road. Roadmaster Harrison gave the boys a most pleasing address as did Gen. Supt. Gallagher. Mr. Moll was compelled to leave early or walk 47 miles to Buffalo.

Bro. Fox said that he feared that his being at the banquet would cause the boys to look for him at meetings hereafter.

Bro. Doody always asks for the "makings, please," forever forgetting his tobacco.

Bro. Harry Cline is on the job after a few days' sickness.

Bro. Frank Cross has returned to work after three weeks' sickness.

Bro. John Harper is again at work after six months' leave of absence.

Bro. Bill Brown missed the banquet and slept at home.

Bros. Roloff and Rickerman and their wives are learning the new dances to make a hit at our ball.

Bro. Sweet was married to an amiable young lady on Dec. 25. Congratulations.

Bro. Ashley Hope again has a steady run.

Bro. Leslie Horton is contemplating going to Florida.

Bro. Chas. Potter is on another trip for his health, this time in Florida. He has our best wishes.

Bro. Ernest Sanders is again on his run after a few weeks' of disability. Morgan.

## OLD OFFICERS RETURNED.

**Dubuque, Ia.**—Installation meeting held the first Tuesday in January brought out several of our members. I sincerely hope they will continue coming to the meetings.

We installed practically the same old officers this year that we did a year ago. We have a good bunch at the head of \$29, and think we may as well keep them.

After the installation of officers a general good time was had at cards.

Bro. Jack Beadle met with the recent misfortune of losing his fish-pole. It caused him a dollar and he is considerably concerned in the big fish that went away with it down under the ice. H. F. K.

## A 100 PER CENT ORGANIZATION.

**Gloucester, Mass.**—Div. No. 270 enters the new year of 1915 with every man eligible to membership in the Association. At the last two meetings there were several initiated. On Jan. 12 at the installation meeting another group of applicants was taken in. Much credit is due our new president and vice-president in getting into our local old employees who had never before belonged and who were here at the time that Div. No. 270 was instituted, some twelve years ago.

This local meets the second Tuesday of every month and it has been voted that the meetings commencing with February will start promptly at 7:30 p. m., instead of 8:30 p. m.

Our members are wearing the smile that

all men, including the barn men, are now full fledged union men.

After installation at our last meeting a general good time was indulged. For an hour there was speech making and during the evening Bro. Bowering, a noted singer, rendered "It's a Long Way to Tipperary," in such a manner that even that well-worn song was enthusiastically received.

This local has a quartette of singers whose rehearsals every day in the lobby are much enjoyed even at the annoyance of the foreman.

Some of our members are becoming real checker players. Bros. Noble and Buchanan recently played a draw until sun-up.

I would suggest that it will be wise for none of our brothers to get unruly at meetings this year. Our president weighs some over 300 pounds and he is well able to sit on anyone.

Boy No. 4 recently made his appearance in Bro. Burnham's family. Congratulations.

We are anxiously awaiting the arbitration award. Some of our boys have their minds made up already as to what they will do with their back pay.

Bro. G. H. Lane, who is acknowledged as a first class artist, draws on all the leading topics of the day and his pictures cause much amusement. P. O. L.

## CONDUCT THEIR OWN HALL.

**Charleston, S. C.**—Div. No. 610 reports progress.

Our recent election resulted as follows: President, J. P. Graham; first vice-president, M. Y. Fooshe; second vice-president, W. H. Wohlbold; recording secretary, S. D. Revell; financial secretary, P. A. McBride; treasurer, A. J. Orvin; warden, J. H. Coleman; trustees, J. H. Coleman, W. H. Stanley, W. H. Wohlbold; conductor, E. O. Dilloshaw; sergeant at arms, L. W. Barber; executive board, E. O. Dilloshaw, M. Y. Fooshe, P. A. McBride, S. D. Revell, W. H. Wohlbold; C. L. U. delegates, M. Y. Fooshe, J. P. Graham, P. A. McBride, S. D. Revell, W. H. Wohlbold; delegate to International convention, J. P. Graham; alternate, S. D. Revell; State F. of L. delegates, M. Y. Fooshe, J. P. Graham, P. A. McBride, S. D. Revell and W. H. Stanley.

Div. No. 610 now operates her own hall. If you have a mother, wife or sweetheart wanting a hall for a rummage sale or club meeting tell her she can have your hall. No. 9 Wolf street is our labor temple, rest-room, office and meeting hall. It is open 24 hours every day. There is no excuse not to have a place to gather and talk things over. New men who have made application for membership can take their friends who have not to our waiting room and there enjoy themselves. They will always be welcome.

Be sure and buy a Charleston Review at the stand on Saturday. Also put news notes in the box. It will be printed. Cor.

## NEW OFFICERS.

**Haverhill, Mass.**—Div. No. 508 at her recent election meeting elected officers for the ensuing year: For president, John Burke; vice-president, John Perley; recording secretary, Clifford Widgren; financial secretary-treasurer, Wm. Boner; correspondent, Clifford Widgren; warden, John Kelly; sentinel, P. J. O'Brien; executive board, John French, Ed. Mettke, Clarence Hall, Wm. Boner and Joe Langley.

Bro. Chas. Shea declined re-election as president. He has served the local as secretary or president since her institution.

Bro. Ben Richardson is catching the last Lawrence car home these days.

Bro. Alex. Busta, married but six weeks, still wends his way up Emerson street.

Bro. Joe Holland has returned to his car, having resigned his position as starter.

## LANSING ARBITRATION AWARD.

**Lansing, Mich.**—New officers elected for 1915 by Div. No. 563 are as follows: President, C. W. Gregory; vice president, H. W. Smith; recording secretary, James Douglas; assistant recording secretary, Elmer Clark; financial secretary, Don McConnell; treasurer, Wm. Baker; correspondent, Emmett Layden; conductors, F. Oxbridge and F. Pinckney; wardens, F. E. DeLong and Glen Hicks; joint advisory board, C. W. Gregory, Don McConnell; executive board, C. W. Gregory, Don McConnell, F. Wilkinson, H. W. Smith and Emmett Layden.

Bro. Herb. Chamberlain, our retiring president, closed one of the most brilliant and successful reigns of president that any man has ever accomplished in that position in the interest of Div. No. 563. We will all unite under the new leadership to maintain the past record of the Lansing local, but we all recognize that we will have to go some if we keep up the standard established by Brother Chamberlain. As president, he proved himself to be a man of unusual executive ability. He gained much for the Association and did it in a way that it maintained an unselfish dignity hard to duplicate. He successfully lead the local through two arbitration cases, both of which were of a nature long standing and difficult in establishing proof to counteract the charges preferred by the company. I am submitting herewith the award in the last case. In this case particularly did Brother Chamberlain distinguish himself in its presentation. He leaves the chair with the best wishes of every member. The last arbitration case was submitted to a board of arbitration comprising Attorney General Grant Fellows, Hon. Jerome Weadock and Hon. Frank L. Dodge. Mr. Dodge was chosen by the Association, Mr. Weadock by the company and Michigan's Attorney General, Hon. Grant Fellows, was chosen by Messrs. Weadock and Dodge. The award speaks for itself and is as follows.

### AWARD.

State of Michigan.

In re Arbitration of discharge of Albert Monroe from service of Michigan United Traction Company.

Session of Arbitration Board held December 18th, 1914.

The Arbitration Board having heard the evidence and arguments of the parties in the above matter makes the following award:

Said board determines and finds that said Albert Monroe was negligent in running by gravel pit switch in disregard of order to stop there; That he forfeit 75 days' time and that on re-entering the service his position on the extra list be without prejudice to other employees in the service at the date of the accident, June 11th, 1913, and that he be restored to position as motorman on the above conditions.

GRANT FELLOWS.

Chairman.

JEROME WEADOCK,

Member.

FRANK L. DODGE.

Member.

COR.

## RETIRING OFFICER DECLINED RE-ELECTION.

**Albion, Mich.**—The annual election of Div. No. 362 was held Dec. 10. The result was: President, Chas. Wagner; first vice president, Earl Webb; second vice president, John Walters; financial secretary-treasurer, C. L. Carrier; recording secretary, R. D. Peters; correspondent, J. Horton; conductor, Joe Marquis; warden, H. Scherer; sentinel, D. Barnes; State F. of L. delegate, E. Webb; International delegate, R. D. Peters; joint advisory board, E. Webb and Joe Walters; executive board,

J. Walters, F. Scheffeld, L. Brown, R. Peters, E. Webb and George Stoddard.

Brother Walter Wendel, our retiring president, leaves the office with a first-class record, and it was regrettable that he would not stand for re-election.

Brother Bob Hyslop was recently married. Congratulations.

Brother Joe Stears is reported as seen on the street with a Trogon on his arm.

Brother A. Green continues on the sick list.

Brother J. Terrill has retired from the service and started a restaurant across from the Lansing Car Barns. He reports success. He will retain his membership.

COR.

## BASKET BALL SUBSTITUTED FOR BOWLING.

**Bridgeport, Conn.**—Div. No. 459 has elected the following officers for the ensuing year. President, Bernard Flannagan; vice president, George Smith; recording secretary, J. Plunkett; financial secretary, Patrick Kelly; treasurer, John F. O'Neill; correspondent, Joseph Dunigan; joint conference board, Bernard Flannagan; executive board, W. Brown, H. Downs, J. Dooley, T. Fenton, C. E. Hall, W. Morton. Unusual interest was taken in the election of the officers, the vote being exceptionally large.

Brother Patrick Gill is the latest to join the matrimonial ranks, and it now behooves some of the other members to become beneficiaries.

Brother John McGee, after two weeks' visiting his home in New York City, has returned to work.

Brother Hennessy has resigned and accepted a position as private detective for the Remington UMC Company.

Brother Brennan, a few years ago a basket ball player, has undertaken to essay in the role of "A Comeback." Those who have watched him performing infer he has seen his best days.

The interest in the formation of a bowling league last season is now on the wane, the brothers being content to let their records of last year stand. Basket ball is now taking the place of bowling.

Brother Seery, on the sick list for some time, has reported for duty.

4090.

## ENJOY LUNCH AT ELECTION.

**Cumberland, Md.**—Dec. 2, Div. No. 358 elected officers for 1915 as follows: President, R. F. Nelson; vice president, H. S. Wagner; financial secretary-treasurer, A. W. Carroll; corresponding secretary, E. T. Storer; conductor, W. G. Walker; warden, E. W. Yates; sentinel, E. B. Thompson; executive board, Y. G. Harschburger, E. W. Yates, A. W. Carroll, A. M. Davis, R. F. Nelson; Trades Council delegates, J. E. Will, C. M. Blake, A. W. Carroll, H. S. Wagner and R. F. Nelson.

At our election meeting the committee supplied refreshments, which everybody enjoyed. Those of the refreshment committee were Joe McCormick and Milton Wilson. Retiring President Willis acted as toastmaster.

January 4, Brother Wilson left for Florida, where he has an orange grove.

Brother William Robinson spent New Year's in Lonaconing.

Brother Herbert Wagner is prospecting.

Brother Sam Hardman is suffering from a scalded foot. He is reported as improving.

Brother McGee is on the sick list.

Brother Richards has returned to work after being away caring for his father for several weeks.

## TAKING CHANCES.

**New Haven, Conn.**—The fine vote given to Dan McKay for the various offices to which he was nominated was a feature of the election of Div. No. 231 and was evidence of the confidence of his associates that he enjoys. Evidently some well thinking men will serve on our executive board for 1915.

Once a month is not too often to attend meetings. Remember the Division meeting is the all important one and should be respected by attendance rather than fraternal organizations. It is through Div. 231 that we get a little more money by which we can pay dues more easily into our fraternal organizations. Fraternal organizations are all right, but the union, aside from being a fraternal organization, is a business organization through which we endeavor to get more for ourselves while we are alive and well that we may be prepared better for the days we are sick and for succor to those whom we leave behind when we die. So the union meeting has a double meaning and a double importance when compared with the meetings of our other fraternal societies.

A matter that attracts attention with Div. No. 231 is the chance that some take of being suspended for non-payment of dues. Let us get the habit and pay the first of each month. Suppose every member of Div. No. 231 would let his dues run 2 or 3 months before he would pay, what kind of a local would we have? The man who thinks well of his wife and family and understands the benefit of the organization certainly will not be behind in the payment of his dues.

It is noticeable this winter that very few overcoats are purchased by our members that do not bear the union label. This is a credit to our members, but not wholly a credit to that part of our membership that carelessly or thoughtlessly wears non-union clothing. Merchants admire a man who insists upon union goods and wears the union button. It is evidence that a man is of his own opinion and has some moral force with which to back up that opinion.

Let us rally around our newly elected president, Brother Thomas Rielly, and make the year 1915 the most prosperous year of old 231. Let us get to the meetings the first Friday of each month. C. P.

## LEFT OUT THE HEATER.

**New Castle, Pa.**—Div. No. 39 held her annual election on Tuesday, Dec. 22, and elected the following officers: President, C. C. Coulthard; vice president, L. E. Weddell; recording secretary, C. A. Eakin; secretary-treasurer, H. C. Turner; conductor, W. W. Hannon; executive board, L. E. Weddell, A. W. Wolfe, H. C. Turner, A. L. Johnston, C. C. Coulthard; joint committee, H. C. Turner, C. C. Coulthard; correspondent, R. L. Smith.

The first pay-at-entrance car made its appearance in New Castle in October. It was operated by Motorman J. I. Gallagher and Conductor T. H. Lackey. It is one of the old single-truck cars made over. The car is all right only it seems that when the company had the cars repaired, the men at the Hazelton barns forgot to put the heater back in the car, so this last cold snap there was an awful lot of kicking from the passengers; also a little from the crew.

The stork recently visited Bro. Lackey and left a fine boy. Congratulations.

Bro. Richards is back after being off sick for nearly two weeks.

When hunting season is so nearly ended, Bro. Bob Welsh has a fine hunting dog for sale.

Bro. Koonse has quit the chicken business and gone into the automobile business.

Bro. Rolla Garlets has gone to Kentucky for a month to visit his mother.

## JITNEY BUS REMEDY APPLIED.

**Shreveport, La.**—The "Jitney" automobile which seems to be about the toughest proposition that has ever confronted Street Railway Companies, has been until recently, considerably crippling the Shreveport Railway Company's receipts. This will not be news to a good many Locals, as I am informed by newspapers that they are being operated and are terrorizing Street Railway Officials in a number of the largest cities. Now, however, we car men claim the credit for having regained a good bit of the Company's patronage. We, being employees of the Shreveport Railway Company, naturally felt an interest in their wellfare, since their interest is our interest and unless they prosper we cannot prosper and, also, in consideration of the fact that the company has dealt fairly with us, we therefore, felt it our duty to offer our services (should there be anything that could be done by us) in their behalf.

Before I get ahead of my story will state, that the "jitneys" are being operated by non-union men. So the matter was taken up through our delegates to the Central Labor and Trades Council, and was talked by each of us to our passengers on the cars, appealing to them to patronize the street cars, and thereby support unionism. The result is, two cars have been reinstated on the Fair Grounds and Highland line, four extra men have been given regular runs, four new men given jobs, and a marked difference in the number of passengers riding the street cars is plainly noticeable. We, therefore, consider, in having played the part that we did in the matter, that we have dealt fairly with the public, done a good part for our employers, bettered conditions and caused jobs to be opened for men in need of employment.

It is reported that Bro. L. E. Hortman who left us in the Fall to go to El Paso, Texas, on account of his health, is improving.

Bro. Ed. Hickey recently left us for the same place and for the same cause, but I have not heard from him since he left us. We sincerely hope that each of them will regain their health and be crowned with all the success possible for them to have.

Bro. Preston has left us to take a position as telegraph operator for the Illinois Central R. R. Co. He is at some place in the northern part of the country. We wish his success in his new position. A. D. R.

## AUTOMOBILES TAKING BUSINESS.

**Victoria, B. C.**—We are having our own troubles just now. Many automobiles are carrying passengers along our different lines. This has resulted in the management already taking off some cars. We will have to make the best of it by working less hours to keep all hands going. Our barn men are already doing this.

We regret to report the death of Bro. John Preston, who died after six months illness, his death taking place Sunday, Dec. 6. Proper resolutions were adopted extending condolence to the bereaved family.

At our recent election officers for 1915 were elected as follows: President, W. H. Gibson; secretary, R. A. Dewar; treasurer, O. Snaith; conductor, G. Noble; warden, A. Stone; correspondent, W. D. Campbell; executive board, W. H. Gibson, R. A. Dewar, O. Snaith, R. W. Munn and John Richardson.

For vice-president Bros. T. H. Nock and W. D. Campbell were tied. Cor.

## SOME COLD.

**Boone, Ia.**—Twenty-four degrees below zero makes the boys of 334 long for the good old summer time.

Bro. John Washington is wearing the side-walks on No. Marion St.

Bro. Herdie is longing for a return of the owl car.

The stork recently left a fine baby boy at the home of Brother White.

## ADOPT BENEFIT PROVISIONS.

**Mansfield, O.**—Div. No. 389 held her annual election Dec. 5. Officers elected for the ensuing year were: President, Pearl Hoover; vice-president, Albert Carter; recording secretary, Willard Whistler; financial secretary-treasurer, Samuel Martin; conductor, Harker Enlow; warden, Fred Hilderbrandt; sentinel, G. Kurts; correspondent, G. Kurts; executive board, Pearl Hoover, J. B. Hunt, Willard Whistler, G. Butts Oliver Grining, Elmer Orr, Harker Enlow and Carl Cowan.

Most of the above officers were re-elected, including President Hoover.

Div. No. 389 has decided to omit midnight meetings and provide that the executive board shall meet once a month to attend to the business of the local. These meetings will be held the first Wednesday of each month at 2:30 p. m.

We now have pay as you enter cars on the South Main St. line. The famous little Ford car will be put aside. The boys regret this.

We are enjoying an extended rabbit season. Mansfield had a municipal Christmas tree in Central Park for the children. Div. No. 389 donated liberally to that event.

## ORGANIZATION DEVELOPING.

**Tarentum, Pa.**—On Saturday morning, Jan. 9, occurred the death of Bro. P. J. Halgel of Div. No. 528. His death occurred at the home of his parents in Pittsburgh, Pa., after an illness of some eight months. He formerly worked on the south side lines of the Pittsburgh Railways Co., and was at that time a member of Div. No. 85. He leaves a widow and one child. Proper resolutions were adopted extending sympathy of the Division to the bereaved family.

Bro. E. D. Jennings and Bro. Ralph McGuire are reported on the sick list.

Bro. Chas. Grundy has transferred from motorman to conductor.

Bro. Chas. Murphy was recently elected vice president of the Allegheny Valley Trades Council. The council now has a membership of some 20 locals. It meets every Wednesday evening at 7:30, in the I. O. O. F. Building, Fifth Ave., New Kensington. Our delegates should attend every meeting of this new central body.

The motion picture machine operators have organized and should receive our moral support.

A movement is on foot to organize the journeymen barbers of this vicinity.

The plumbers have organized a local and have signed up four shops to date.

O. U. BINGVILLE.

## INSTALLING PREPAYMENT CARS.

**Worcester, Mass.**—We have installed ten new pre-payment cars all on the main line. They are the last word in style and make.

One year ago, Jan. 12, International President Mahon addressed a meeting of our local. How many remember how cold it was?

Several brothers are on the sick list at this writing.

In the recent choosing of runs Bro. Hicke took 23-a as a convenience to ride home nights over the lonesome Pinehurst road.

Bro. Christenson, a day man, selected a jumper so he can get home in time to water the stock.

22.

## ON LIST OF WATCHFUL WAITERS.

**Lawrence, Mass.**—Div. No. 261, with her sister locals, is on the list of watchful waiters upon the result of our arbitration. We are all confident of the outcome with Daddy Fay, our leader.

Bro. McCormick recently received \$30 back pay.

It is regrettable to make the admission that some of our members are picking runs of over nine hours. Live and let live should be our policy.

Bros. J. Regan, E. Hopert and S. Williams have returned to work from the sick list.

Bro. Fred Finicane is on the sick list suffering from blood poisoning.

Our sick benefit of \$8 per week has not exceeded \$5 cents per month assessments in the past year.

Bro. Ed. Moss is our champion bowler.

Bro. George Kenyon and Bro. Dan Sheehan are rejoicing over the advent of little motormen in their families.

Mrs. Ferguson, wife of Bro. Ferguson, has been compelled to undergo an operation upon her eyes.

Snow makes Bros. Champion and Barnaby smile.

The acceptance of a book position on the city board of health by Bro. Joe Woodcock takes from us one of our faithful workers.

Bros. Fred Keough, H. Scott and Frank Reeves have been appointed auditors for 1915.

Bros. Gibson and McDavitt are wondering whether they are track oilers or inspectors.

Bro. C. C. Simonson is now turnkey at the county jail.

## P-A-Y-E CARS MEET APPROVAL.

**Akron, O.**—Division 98 held her annual election of officers Tuesday, Dec. 22. The following were elected for the year 1915: President, Perry G. Ripley; vice president, Leo McVann; recording secretary, C. O. Smith; financial secretary, V. F. Cope; treasurer, R. O. Meeker; conductor, Geo. Wolf; warden, J. Stewart; sentinel, Ben. Hoff; executive board, city lines, P. G. Ripley, A. L. Parr, Lee J. Isch, Loyd Leeper, Burt Darrow; Kent-Ravenna line, James Maxwell and Bro. Mathews; Barberton line, Wm. Lemon, Burt Pontius.

The Walsh block, in which Div. 98, together with the Central Labor Union and several other unions, have made their headquarters for several years past, suffered a very bad loss by fire Sunday night, Dec. 27. As a result, everybody had to hunt other quarters. Our executive board has secured a lease on a hall in South Akron in the new Haber block, 1024 S. Main street. The officers expect to see a better attendance at the meetings this year. The meeting place is closer to a majority of the members.

We are taking in a few new members every month. The harvest surely is ripe and ready, so come on ye reapers and gather in the golden grain. Buckle on the armor of Union Principles and let us make 1915 memorable for the growth of unionism in the "City of Opportunity."

"Payenter" cars surely have made a hit with the conductors in Akron. Nearly all the boys are picking for the lines where the "Payenters" run.

COR. 98.

## VOTING WAS SPIRITED.

**Butler, Pa.**—Div. No. 223 elected officers for 1915 as follows: President, A. B. McDowell; first vice-president, F. G. Canan; second vice-president, W. E. Staaf; third vice-president, A. H. Greenert; secretary, W. B. Gravatt; treasurer, O. E. Barto; short line executive board, Richard Palmer, George Brooks, P. R. Starr, C. A. Proffitt; Butler passenger executive board, J. A. Miller, F. G. Canan, J. B. McClymonds and S. W. McGee. Voting was spirited, all positions being contested.

Bro. J. A. Miller was recently presented by his wife with another sterling baby girl. Congratulations.

Smokes are yet due from Bro. D. L. Oesterling.

It is reported that Bro. Clifford Porterfield has entered the realms of connubial felicity. Div. No. 223 unites in best wishes for the prosperity of the newly wedded couple.

Bro. J. H. Brown is now making good time on his run.

Bro. Dear finds a difference between his present run and his former Lindora run. Cheer up, Bro. Dear.

Bro. A. B. Fine is being urged to consult a heart specialist.

Div. No. 223 extends cordial greetings of the season to her sister locals.

22.

## REACHED THE FORTY MARK.

**McAlester, Okla.**—The membership of Div. 408 has passed the forty mark.

All officers for the ensuing year have been duly installed. Let us hope and work for each one a successful term.

Our newly elected president, Bro. C. F. Hill, presided over his first meeting the 14th. We all have lots of faith in Charley's ability to fill that office.

It is rumored that Bro. Wright will soon be singing "Home, Sweet Home."

Bro. Zack Boon, better known as the "Mayor of Dow," is very popular in the local news columns of that place. "There's a reason."

Bro. S. A. Bryant has been very busy for the last week entertaining his company from Denver, Colo.

Our newly elected financial secretary, Bro. Chas. Milligan, is on the job to the strict Q. T.

Bro. Thomas is not the kind of a man to stand and hear his employers run down. Hurrah for Dick! We glory in his spunk.

Bro. Rodenberger, famous for nifty work clothes, is contemplating moving.

Bro. Albert Lewis says he is bound to reach Frisco some time before the big show is over. We wish him a grand trip.

Bro. Trublood has returned to his post on the second ward. It seems he got very popular while on the Main line.

Bro. Readers seems very much interested in raising thoroughbred cockerels.

Bro. Derischwieler is taking an extended lay off.

Everyone boost for our newly organized baseball team. It is sure to be a winner.

ROVER.

## HOPE FOR NEW CONCESSIONS.

**Sacramento, Cal.**—Div. No. 256 held her regular annual election of officers for the year 1915 on Dec. 24. The largest vote of the division ever recorded was polled. Except for the office of secretary, the interest manifested in past elections did not appear. The old leaders, Robinson, Curry and Shelly, who fought for the presidency in times gone by and afterwards led the union on to many a victory, all have in turn retired to other interests. It is hoped that the officers now elected will receive the support of the membership at large.

Now is the time to get behind the men you elected to office; especially so when employers all over the state are organizing to oppose the strength of unionism. Don't stay at home or at somebody else's home and boast that you would not go to the meeting of your union because a certain member you do not like on account of his popularity holds official position. Your president-elect was unopposed. You can't say, that because you opposed him and were unsuccessful, you will not come to the meetings. You may rest assured he would rather see you at the meeting.

It is rather discouraging to elect a man as a leader and then leave him to fight the battles alone. The time has arrived for the signing of a new agreement. We hope for some new concessions.

Bro. William Craig, a veteran motorman of 26 years' service, retired on pension.

Bro. R. L. Eby secured a position in the courthouse.

Report of sale of electric line from Sacramento to Stockton to Southern Pacific Ry. Co.

Legislature in session.

256.

## FRANCHISE INTEREST.

**Des Moines, Iowa.**—Meetings are better attended than usual, let's keep up the interest. The attendance at the "Sunday" meeting, Thursday night, Dec. 3, was well represented by members of Div. 441 and their families.

transportation to all members' families. There were about 1,600 in the party.

Bro. Baxter is back with us, after many months of illness. We are glad to note the improvement in his health, he has taken a run on the Ingersoll line with Bro. Pepper.

Bro. Doud's sister, from Colorado, has been visiting with him a few days.

Bro. Harty met with a serious accident by being cut on the hand with glass from a broken window.

The rules regarding the application of seniority have been changed by amending the old plan and we hope all will be satisfied.

The funeral relief has been up for consideration, resulting in several amendments which it is hoped will be of benefit to us. Now, boys, let's get busy and get as many into it as possible. It certainly is worth the money.

Bros. Ollie and Fred White have taken a thirty-day lay off and have gone to their home town in Indiana for a visit.

The franchise is the center of attraction in this city at this time. Div. 441 is anxiously awaiting the outcome, as it means much to us in the future. We feel that it could have been settled long ago if both parties had been a little more compromising.

## A PENNY CHANCE.

**Norwalk, Conn.**—Dec. 12 the company installed through service between Norwalk and Stamford, making a round trip run of two hours and forty minutes.

Chairman H. E. Knapp of our entertainment committee, a man with his head full of ideas, got up a turkey raffle at one cent a chance. It took so well that our friends purchased nearly 10,000 chances, thereby giving our treasury quite a boost.

Installation of officers took place at our meeting held Jan. 2. Following installation we had our annual turkey supper to which were invited the company officials, brothers from nearby locals, our wives, sweethearts and other guests.

Bro. H. Shaw, one of our popular members, has our congratulations and best wishes. Who's next? Perhaps Bro. Miller. H. F. A.

## IN THE MEANTIME.

**Vancouver, B. C.**—Jitney autos are in competition with us, as I believe they are with every other street railway company along the Pacific coast. Well, I remember the London Omnibus Co. spent four million sterling (not dollars) to fight competition. Of course the traveling public were in the millions, too. The C. P. R. went down from \$5 to nothing and meals thrown in from Vancouver to Seattle in an endeavor to hold the business. They did it alright. I mention these well known facts to show the boys that our cars will not hit the scrap heap in such a hurry as some of the knockers have predicted. Meantime, let us compete with them in the way of doing our best for our patrons. Our bread and butter is at stake. What affects us affects the union. The International is in for a big knock if these autos sweep us from the streets. A whole lot of these tin-horn auto owners would never have a machine had not the Pioneer Street Railway pushed its steel rails out into the wilds. The large majority of those that are ready to kill and bury the operating company and patronize the jitney are people who have been very materially assisted by street cars running and opening up new territory for them. Therefore I look for developments with interest.

Meantime watch where your money is spent to buy that bread and butter, they who are storekeepers and have jitneys in service, would rob you of.

If you have your own interests at heart, you cannot afford to stay away from the meetings where you will learn all this.

"Lord" Byron versus "Lord" Roberts is an ode written by Jim Hilton to the music of "Seven Days." "He kicked me on the hip, so I smote him on the lip, and mother hasn't spoke to father since."

# UNTIMELY DEATH OF BROTHER McCROSSEN.

**Rochester, N. Y.**—Div. No. 282 was extremely saddened by the very sudden death of former President C. H. McCrossen who was stricken with heart failure while on his way to work early on the morning of January 25. Brother McCrossen had been a member of the division since her inception thirteen years ago. He held the office of president for eight consecutive years up until last year. He was an ardent worker for the cause of organized labor and was constantly devoted to his duties as president of our division. Many of the present benefits which the division now enjoys came through his earnest efforts in our behalf. He was Delegate to three International Conventions held at Toronto, St. Joseph and Salt Lake City. He filled the office of seventh vice president of the State Federation of Labor and was foremost in many philanthropic enterprises throughout his career. We feel the loss of his genial nature and wise counsel greater than we are able to express. Brother McCrossen was recognized as the greatest force of nature for good that has ever come into the Division. His funeral was held January 27, attended by a great host of the members of Division 282 and many of his large circle of friends. Burial was in Canadice, N. Y., his former home.

We were also saddened by the death of Brother Alois Hermstein on January 24. He was always to be found faithful in the affairs of the Division.

We are about to hold our second annual reception and ball. By the outlook at this time it will surpass by far our first in both a social and financial way.

The affairs of the Division are in a healthy condition at this time. Nearly all of the old officers were re-elected for this year, expressing confidence in their work of the past year. Our annual election was held in December and conducted in a most agreeable manner, which speaks well for the success of any Division.

Brothers E. M. Dissett, E. Burns, W. Ebner and Jas. Murphy are working hard selling tickets for our ball to the business houses. They are meeting with great success.

We are now starting our arrangements for the entertainment of delegates to the Convention and have arranged jointly with the Buffalo Division to give them a few surprises. But we also realize that there is important business to be done, so we will take care of that end too. Send your delegations for business and we will take care of the pleasure end accordingly. Convention City.

## FROM THE ALBANY SOUTHERN.

**Rensselaer, N. Y.**—At a well attended meeting of Div. 506 held at Valatie, the following officers were elected for the year 1915: President, Sidney P. Coons; vice-president, Frank Best; financial secretary, Charles Keebler; recording secretary, Harris J. Allendorft; conductor, Frank Lyons; sentinel, Arthur Clow; warden, Herman Bouke.

For the benefit of those who do not know Div. 506 is composed of the employees of the Albany Southern Railroad between Albany and Hudson. We have an interurban and city line in the same division. Although the Journal has never heard from us before, we have spent three very strenuous years. We have been through one strike and won, and also came out on the long end of an arbitration. Everything is running along very nicely just at present. Shine.

## SOME NEGLECT MEETINGS.

**Middletown, Conn.**—Our members are greatly interested in basket ball. Capt. Murnane says after a few more nights of practice he can pick out a bunch of trolley men that can lick any team in the state.

The stork paid a welcome visit to two of our brothers last week and left a baby boy in

the home of Bro. Quirk and a baby girl in the home of Bro. Murnane. Congratulations. Bro. D. Colbert loves the ladies.

Bro. Flynn is thinking seriously of becoming a benedict.

Bro. James Keyes says he would not give one wedded day for those single days of old.

Bro. C. J. Hoffman went to South Farms on Thanksgiving. A devoted friend invited him to a dinner of turkey, French fried potatoes and lobster salad.

Since our last bid in the company cut down our night runs three hours per week.

It would be well for some of the brothers to think before they speak and look around and see who are listening. It may save going to the superintendent's office. Remember, shooting off does not add anything to your ability as a working man, or as an advocate of organized labor.

Some members of 479 never go to a meeting, but if there is a time at Hose House No. 1, 2 or 3 they cannot get there quick enough. Another attraction on a meeting night is the local theater.

479.

## AWAITING ARBITRATION REPORT.

**Lowell, Mass.**—Snow cheers the spare men of Div. No. 280.

The boys are wondering when they will get their arbitration award.

At the recent collection for the Belgian sufferers Bro. J. Connelly gave his address and Bro. Cohen O'Brien gave three cheers.

Bro. Leo Moreau is authority that Bro. Bill Shunny takes a good picture for an old man.

Bro. Hardman is wearing furs in anticipation of cold weather.

Best wishes are extended to Bro. Wm. Mooney in his new position to switchboy at the Square.

Bros. T. Maroney, T. Sherry, B. Judge and Jack Lahey are on the police reserve.

Bro. Bill Shunny claims to have drank Kaffey-Hag forty years ago.

Bro. Snookey has purchased a book on police duties.

Bros. Miles P. Maloney and Reardon will appear at the next rehearsal of the orchestra. Feb. 20, in a half dozen new red neckties.

Bro. Talty is again on the State Line.

Bro. Poole has gone to Palm Beach where he will remain for the Mardi Gras.

It is pleasing to see our meetings so well attended. Let us keep it up for the entire year. T. G. M.

## STILL HALE AT 93.

**Colorado Springs, Colo.**—Division No. 19 has again been called to mourn the loss of a true and faithful member. Bro. John C. Hall passed from this life Jan. 3. He had been a member of our division for thirteen years, having transferred here from Division No. 125, East St. Louis, Ill. Bro. Hall was a man of kind disposition and exemplary habits. To know was to respect and admire. To his family is extended the sympathy of Division No. 19.

Pres. Chas. Binks is off duty owing to a severe case of eczema.

Bro. R. N. Halstead is back at work after being off ninety days with a broken hand.

Bro. C. E. Murphy is looking after property interests in Missouri.

Bro. C. A. Gordon recently celebrated his 93rd birthday. Although pensioned by the car company some years ago, he is still on duty as janitor at the barn.

One of our supposed confirmed bachelors. Bro. F. E. Sailor, has at last launched his life-boat on the sea of matrimony. Plenty of good union-made cigars were on hand. The boys presented Mr. and Mrs. Sailor with a handsome Morris chair.

Some of the working girls who have been trying to solve the problem, "how to live on \$4 a week," should be able to secure a few pointers from our extra motormen.



## SEEK RETURN OF FAR STOP.

Ottawa, Ont.—Div. 279 has again launched out on another year with several new officers, after one of the most successful years in its history. At our last meetings of both regular and relief men the officers for the coming year were elected. Several changes have been made. The new officers are: President, F. Orange; vice-president, R. Potoin; recording secretary, A. McElroy; financial secretary, F. Golding; treasurer, F. Earle; conductor, T. McCabe; warden, F. Nichol.

Our annual ball was held January 22 and proved a great success. Much credit is due the committee for their untiring efforts, also the wives of some of the members, for the part assigned them received the greatest attention possible. Owing to existing conditions some were fearful lest the proceeds would not compare with previous years, but the neat sum netted was an agreeable surprise to all.

Our committee working on the proposed return to the far side stop at street crossings have reported success and have been given much encouragement from the city council. It seems to be only a matter of a very short time before our desired end will be gained.

A photo of our newly elected president has been supplied to the members, but we hope that the members will be more anxious to see him in person sitting in the chair. It is to be hoped that since the changing of meetings, both afternoon and night, to the first and third Tuesday of each month, more of our members will be present. One we know cannot use the excuse, "It's choir practice night."

We recommend a medal or cross of honor to Bro. James Thompson for not attending a meeting in four years. Some of our shed men are entitled to the same mention.

Our sick committee report Bros. Simpson and Davidson recovered from their recent illness.

In order to keep the dates of meetings fresh in the minds of our members, our financial secretary has been equipped with a stamp with which to print these dates on the back of our monthly card.

Our grievance committee are still asking for several improvements which are much needed.

We are hoping our newly elected financial committee will see their way clear to introduce that sick benefit.

Now it is to be hoped the relief men will support their officers. Bro. Beauchamp is in the chair with Bro. Ryan as vice-chairman; Bro. Davidson, warden, and Bro. S. Collett, conductor. Let us not forget that present conditions demand strong unionism. This must be borne in mind by all members of 279.

O. O. C.

## ARBITRATION REPORT.

Scranton, Pa.—The year 1914 can be looked back upon by the members of Div. No. 168 with much satisfaction. During the year we paid in sick benefits \$618 from the local and \$200 in contributions from the members. We paid in donations to other union on strike, \$225. Of 26 members who received from the company notice of dismissal, 19 were reinstated twice through the efforts of the division the seven who were let out had been reinstated twice through the efforts of the division before their final dismissal. A gratifying feature is that none of the members who received notice of dismissal were discharged for dishonesty.

We had two cases for arbitration during 1914. They were those of Bros. E. J. Coggins and Sidney Baker, Carbondale line motormen. Bro. Coggins was charged with being responsible for a headon collision with a Blue Line express car. His case was one in which a conductor had permitted a boy to operate a switchlight unknown to the motorman, who was given the signal to proceed after the boy had reported to the conductor that the

light was not in working order. The company held the motorman equally responsible. The case of Bro. Baker was that of dismissal under charge of carelessly operating his car at the Blue Line switch, Peckville, where the forward trucks of Bro. Baker's car held to the main line and the rear trucks took the switch, causing a derailment. The contention of the local was that the switch was defective and had been so reported. The company based its position upon the fact that over 50 crossings had been successfully made after the report and prior to the derailment of Bro. Baker's car. Arbitrators selected were Messrs. M. J. O'Toole and P. F. Flynn by the company, Messrs. C. J. Boyle and L. F. Hart by the Association, Mr. W. G. O'Malley, a director of public safety of Scranton being selected as the fifth man. Arbitrator Boyle is business agent of the Electrician's Union No. 81 and L. F. Hart is financial secretary of Div. No. 168. The decision of the arbitrators returned Bro. B. J. Coggins to employment upon a 60 days' suspension, beginning with Sept. 11, 1914, and reinstatement of Bro. Baker upon a 65 days' suspension, dating from Oct. 5, 1914. The award called special attention of all motormen to the rules governing the passage of facing point switches, as in the Baker case, and to the importance of observing the company's rule governing signal lights, suggested by the case of Bro. Coggins. The arbitration was conducted on the part of the company by Attorney Chas. O'Malley and Superintendent Rielly, and in behalf of the Association by Attorney Jas. J. Powell, G. E. B. Member P. J. Shea and Pres. P. T. McGrath of the local.

The record of the Association, as well as the conduct and result of our arbitration, shows the importance of organization to employees as individuals and as a whole.

Let us start the New Year with a purpose to make it, in its history, surpass the year 1914.

Don't forget that our regular meetings are held the first and fourth Tuesday evening of each month, at 8 o'clock, at Moose Hall, 123 Penn Ave. Every member should be able to attend at least one meeting each month during the year. 168.

## AWAITING ARBITRATION RESULTS.

Holyoke, Mass.—At our recent meeting new officers of Div. No. 537 were installed by Ex-President John Kane of 537 and President J. Sheehan of the Northampton Division. They were installed in installments, part at the early meeting and the rest at the late meeting. Addresses were made by President Sheehan, Ex-President Kane and Executive Board Member J. O'Neill. Our newly elected president, Bro. T. Weir, gave the boys a good talk, urging their hearty co-operation in restoring conditions to an equal basis in behalf of all members.

It is necessary for the new committee, in accomplishing the work before it, that we all refrain from criticism of the officials of the Holyoke Street Railway Co. There is nothing gained in this. All members should work closely as a unit in carrying out each individual's share of the burden. If these cautions are observed we are sure of satisfactory results.

Some of the boys intend to have a social in the form of a banquet at the Marble Hall Hotel. Here's hoping we have a good time and forget the past.

Our arbitration question on the six hour runs we sincerely hope will soon be finished. This proposition has been on trial for over six weeks and has exceeded the time expected.

The newly elected officers extend best wishes to the retiring officers and trust they will make their presence felt from time to time in our meetings. We want all questions freely discussed and the welfare of Div. No. 537 well conserved. We have a lot of good talent in our local and let us push ahead.

In our recent election we had a large number of candidates for office, but competition is the life of trade.

# APPOINT LEGISLATIVE COMMITTEE.

**Hartford, Ct.**—There have been several reports of late that Brothers seen wearing the union button are going into places that are on the unfair list, especially lunch rooms. You can find plenty of union houses on your route that are handy. From now on see that the place you go into is union and that will be the end of such reports. If you have any doubt about the place you do business with ask our secretary. He will gladly tell you all about it.

The following members are on the sick list: Bro. Joseph N. Andrews operated on for hernia at Hartford Hospital, getting along very nicely. Bro. Thomas Hartigan operated on for appendicitis; favorable for a speedy recovery. Bro. Otto Freedland has returned to work after a long siege of typhoid fever. Bro. Ambrose Smith, of New Britain, is still on the sick list.

Brothers, it is getting to be a habit lately of showing up 3 or 4 minutes after your run is due to go out mornings—at the south end barns in particular. Now Dan and Charlie, if you get around on time hereafter you will help the brother who is there on time and has his car ready to go on the minute it is due to leave.

When talking around that weather bureau be careful how loud you talk. There is always some busybody there listening. I was informed by a passenger that men had been posted by the company that morning. He was a working man and had no chance to find out such news only by being told on one of the cars in the morning. I think it is bad enough for any man to be posted without the public knowing it. If you try you can keep such things to yourself and if you do converse with a brother over the matter be a little careful and don't let everyone know what is going on.

At a meeting of the State Conference Board held in New Haven, Conn., Jan. 5, 1915, R. J. Leahy, president of the board, with W. A. Lewis of New London and E. P. Lawton of Hartford, were appointed a legislative committee to attend to all matters pertaining to the trolley men of this state that will be pre-Mrs. Daniel Conwell, beneficiary, death sented to the legislature now in session in this city. 425.

# SUSPEND TIME-HONORED TREAT.

**Pueblo, Col.**—At the recent Christmas company abandoned the usual practice of donating a turkey to each employe. This habit was in existence for some 10 or 12 years. Passing the custom this year the company charges the European war and hard times for the cause. We hear the war has not yet hit Colorado Springs and Denver with the same force.

At our last meeting we elected officers as follows: President, Chas. G. Easterly; vice president, Chris A. Foster; recording secretary, Newton E. Allen; financial secretary-treasurer, O. S. Reeves; correspondent, D. A. Spencer; conductor, G. W. Hough; warden, R. F. Daniels; sentinel, John Tulley; executive board, C. G. Easterly, Thos. W. Lirid, Jas. W. Biggs, T. L. McMillen, Wm. H. Schurtz; delegates to the Trades Assembly, Jas. W. Biggs, Wm. E. York, R. E. Stahlnecker. Installation will take place Jan. 12. 662.

# FITZGERALD VISITS BEAVER, PA.

**Beaver, Pa.**—The Beaver Valley Branch of Pittsburg Division No. 85 reports progress.

I would like to call the attention of our members to the fact that our meetings are held on the third Wednesday of each month. Some seem to be forgetting the date. Let every man come out to the meetings and help the good work along. Don't be a knacker and things will go much better.

We held a very important, special meeting Jan. 14. G. E. B. Member William B. Fitzgerald was present and made a most interesting and instructive address. He was accompanied by President E. B. Schafer and Secretary P. J. McGrath of the Pittsburg end of Div. No. 85, both of whom made fine addresses. The brothers were pleased to have them with us. COR.

# HAVE UNIFORMED SWITCHTENDERS.

**Trenton, N. J.**—The stork has visited the family of Brother Wm. Hein greatly to the satisfaction of himself and family.

Brothers Murphy, Delosier and Farley made themselves popular in a recent joy ride.

Our company has uniformed its switchtenders.

Brothers C. Hunt and R. Johnson are the champion pool players of Div. No. 540. JACK.

# THE CLIQUE.

**East St. Louis, Ill.**—Our last two meetings have been well attended, and the officers are proud that the members are taking more interest.

We have changed our place of meeting to the Bartenders' and Waiters' hall at 137 Colla avenue, an up-to-date and commodious place. Don't forget the number.

Two months ago I called the attention of the readers of the M. & C. of our division that Bro. Coffman was not wearing his monthly button. At that time I thought it an oversight, and when Bro. Coffman read the M. & C. and saw his name published and knew that the members would read it, he would wear his monthly button. He isn't the only one not wearing the button. I am not going to mention any names this time, but you that don't wear the button, and you that wear it under the lapel of your coats and vests, had better take notice, and pin the button on the outside of your coat.

Here is a piece of poetry by "F. A. E." entitled "The Clique," that you knockers want to read:

What is "The Clique?" 'Tis a body of men  
Who attend every meeting, not just now and then;

Who don't miss a meeting unless they are sick—

These are the men that the grouch calls "The Clique."

Who don't make a farce of that sacred word "brother,"

Who believe in the motto to "help one another;"

Who never resort to a dishonest trick—

These are the men that some men call "The Clique."

The men who are seldom behind in their dues,  
And who from the meetings do not carry news;  
Who attend to their duties and visit the sick—  
These are the men that the crank calls "The Clique."

We all should be proud of members like these—  
They can call them "The Clique" or whatever they please;

They never attempt any duties to dodge;  
These are "The Cliques" that run 'most every lodge.

But there are some people who always find fault,  
And most of this kind are not worth their salt;

They like to start trouble, but seldom will stick—

They like to put all the work on "The Clique."

## RELATIONS WITH COMPANY THE BEST.

**Cedar Rapids, Ia.**—Div. No. 633 is in a prosperous condition. Our meetings are well attended and interest is taken in the business of the local. We have 123 members, with 4 new ones in prospect. Our relations with the company are of the best and it is our purpose to do our share in maintaining these good relations. We have two well-known mottoes in this city—"Cedar Rapids Suits Me," and "Our Strikeless City You Should See." These mottoes are the slogan of both capital and labor of this "Convention City." These mottoes will be prominent in the welcome we extend to the Iowa State Federation of Labor which holds its convention here.

Should any of the brothers of our sister locals have occasion to come to this city, look us up.

There is some talk of a consolidation of the Iowa City and the C. R. & M. systems.

The year 1914 took from us by death Brother Thos. Mullin, who lost his life in an accident, and Brother Wm. Mitchell, who died following an operation for cancer at the Iowa City Hospital.

We are pleased to report the election of Brother John Taylor as sheriff of the county. He has our best wishes.

Brother Oscar Carstens, president of Div. No. 512, Davenport, was with us at our meeting Jan. 3. We are always pleased to see him.

Mr. F. W. Bliss retired from the position of night foreman in the employ of our company on Jan. 15 last. He was presented with a beautiful gold watch and chain by the C. R. M. trainmen on Saturday, Jan. 23. Brother H. G. Franks made the presentation speech.

638.

## SECRETARY RECEIVES TOKEN OF APPRECIATION.

**Danbury, Conn.**—A very interesting banquet of the members of Div. No. 269 was held in our hall Jan. 26. About 100 were present. Brother Lewis Klingnang was toastmaster. He made a hit. Brother Samuel Everett gave the boys a very interesting talk. A beautiful gold fountain pen was presented to Brother Henry Hirsch as an expression of our appreciation of his past service as secretary. A speech was made by Secretary Robert Cunningham of the state branch of the A. F. of L. Brother James Cole has returned to work upon recovering from a long period of sickness.

Brother Spence Heady, ill for some time, is recovering.

At our banquet we gave our entertainment committee a vote of thanks.

The one-man car on the Danbury and Bethel line has two men on it most of the time and should have all of the time.

At our last meeting there were a few new faces and we would like to see more at the next.

Let us be consistent and patronize the union label.

T. J.

## SILENT WORKER GETS RESULTS.

**Auburn, N. Y.**—Our members are beginning to see that the place to talk is at the meetings. Our last meetings were well attended. Keep it up.

We now have a 100 per cent organization. It took a lot of work, but it was done quietly. This shows that the silent worker is the one that gets results.

Bro. F. Laberteaux, while visiting in Albany a few weeks ago, found a dollar on the street and sent it to the secretary for his dues. He thinks it is a good thing to look down once in a while.

Bro. Hl. Titus was on the jury so long that he forgot the time his run went out. This gave an extra man another day's work.

The stork paid a visit to Pres. Barrett's

Bro. Fred McRea, Bob Ingersel, and Chas. Wells are on the sick list.

On Christmas the company presented each employe with two cigars.

Bro. John Gordon has started a union barber shop. Drop in, boys; you will get a good job done, and it will help him.

Cor.

## WORK IS DULL.

**PROVIDENCE, R. I.**—Div. No. 618 held her Annual Concert and Ball Wednesday evening, Nov. 25th, 1914 in Infantry Hall. It was a success from every point of view. Among the visitors present were guests from Div. 589, Boston, Mass., and other points in New England.

Annual election of officers was held in Dec. Very few changes were made in the general officers. A few changes were made in the executive board caused by the declinations of the former members. Work in this section of the Country is very dull at the present time. Members are longing for the good old Summer time when everything will be rosy again and the hardships of the winter will be forgotten in plenty of work. The officers and members are deeply indebted to Bro. Wilcox of the Cranston Barn for his donation to the Div. of a beautiful mode of an up to date pay-as-you-enter Car. It is wired with five circuits, and is mechanically arranged to light automatically every few minutes. It will be used in our Street Parades in the future.

During the past few months our meetings have been fairly well attended but the officers feel that with the membership of our Division there should be a great many more present. The members seem to forget that this Division is a business proposition and as such should receive their supervision. There is an old saying that "two heads are better than one." This applies to attendance at meetings. Without a lively interest in the business of the Division the best results will never be attained.

Well Bros. are you doing all you can for the Spare Men during this dull period to tide them over until the Sun shines again?

Bro. Shelby has gone to join his Regiment in England. He has the best wishes of the Div. on his journey and we trust that he will be returned after the war in good health and strength.

Now let us work together boys, for the success of Div. No. 618 and the Amalgamated for only by concerted action can we get what we are after, so let it be a long pull and a strong pull and all together.

One of our brothers composed a song to the tune of the everflowing "River Shannon," which he dedicated to Bro. James Coleman and which is here contributed:

'Twas the second of November,  
A day we'll long remember,  
For two thousand men decided  
That "Jim" Coleman had made good  
As a leader that was peerless,  
Not timid or too fearless,  
Always striving for the interest  
Of Fraternal brotherhood.

## CHORUS.

Like a diamond in its roughness,  
That's what Jim Coleman was,  
For his brilliancy was hidden  
When he worked up here with us;  
In the office that he's holding  
He's busy night and day  
And we're going to keep him at it  
'Till his hair has turned to gray.

Every man that has succeeded  
In climbing up as he did,  
Had to get a bit of knocking  
And poor Jimmie got his share.  
Sure we heard he was a devil—  
Everything but on the level—  
But we took a chance behind him  
And we found him good and square.

## STOOL GRIEVANCE CORRECTED.

**Pittsburg, Kan.**—Div. No. 497, in reporting upon the result of its recent wage arbitration, reports the finding of the arbitrators as follows: "It is the opinion of the board of arbitration that an addition should be made to the present wage scale that after a period of five years, continuous service motormen and conductors should be paid at the rate of 27 cents an hour." This award does not give us what the company would have granted. However, we must confess that we believe that there are conscientious men who serve on arbitration boards. This award gave one cent per hour increase to those of five or more years of service. Our members fail to observe any serious consciousness on part of the arbitrators of the conditions and requirements of labor. The arbitrators were Messrs. Jas. A. Cable, selected by the Association, Wm. Kinkle, selected by the company, and Frank W. Wightman, chosen as the third man. Sitings began Dec. 3 and ended Dec. 5, 1914.

In our last issue mention was made of a bulletin posted notifying us that the company was to provide for but one stool in car equipment. Since then another bulletin has been issued which equips each car with two stools.

Bro. Theo. Montee has returned to work after several days' suffering from an injured limb.

Bro. Frank Kelly has moved to Joplin, where he has signed on a run.

Bro. Roy Baker and Miss Maggie Murray were recently married and Bro. Baker expects to take a run out of Pittsburg. They have our best wishes.

Bro. Will Short and Mrs. Short have returned from a honeymoon trip to California. He is again at work.

Div. No. 497 gave her second annual ball Jan. 29, which proved to be a well attended and most enjoyable event. 497.

TEN—MOTORMAN  
ROUNDING INTO FORM.

**Seattle, Wash.**—Division 587 is now rounding into great form. Meetings are a great success.

At present we are fighting for municipality. Brother Atkinson and the boys are working pretty hard these days. Thanks to Bro. Mahon for giving us Brother Atkinson's reliable assistance just when the boys here were getting discouraged.

Two more members were added to our list, Bros. Snyder and Roesch, the latter coming fresh from the folds of Div. 523.

As soon as we know the outcome of the municipal deal, we expect Bro. Atkinson to help the Division secure a working agreement with the company.

Brother Wallace had the honor of donating a box of cigars last month. Got married.

Time flies on the extra list as the boys enjoy the sensational experiences of Bro. Finnell, who once was on an engine going backwards at the rate of 90 miles per. 587.

## PREPARING FOR NEW AGREEMENT.

**Galesburg, Ill.**—In starting the new year, I have resolved to start right. The first thing each month will be a short letter to the Motorman and Conductor.

Division No. 515 today is in better shape than ever.

Our committee is busy drafting a new contract, as our old one ends May 1. It was a three-year contract. Under it we received a nine-hour day with an increase in wages for all motormen and conductors. We expect to make some advance in the new contract.

Bro. McCapman has fully recovered from accidental injuries he received some time ago.

We have an extra large sick list this winter, and we are glad to see them come back one by one. Better the glad hand of a brother than a wreath of flowers, any time.

The local at its last meeting endorsed Bro. C. M. Smith as a candidate for city treasurer. That's the stuff—let's put the man that works and knows the value of a dollar, in all the

offices and you will see that your claim for justice will be attended to.

Bro. Curtis was the first new member to be added to our ranks this year. That is a good beginning. Let the good work go on. 515.

## WOULD WELCOME TWO-MAN SYSTEM.

**Melena, Mont.**—The January meeting of Div. No. 495 was full of interest. Several subjects were discussed, some of which may be mentioned at a later date. Things passed off harmoniously.

Bro. Ben Wallace has gone over to Butte on a business trip and will call on the Butte local while there.

One of the members of the Butte local is one of our state law makers, being a member of the legislature. We expect to hear from him before the session closes. Our committee was very conspicuous at the capitol two years ago and captured some good legislation.

Bro. Arthur Leffler is running the legislative car eight hours a day.

Brothers Thorpe, Roe and Robinson were on the meter-reading list for the month beginning with Jan. 22. That leaves Brothers King and Gray to take care of the extra list for six days.

Our sub-list has been very much to the bad for some time. We would welcome the two man system again with much joy. 495.

## ADOPT SICK BENEFIT.

**Rock Island, Ill.**—The Street Railway Employees, Div. No. 312, held their annual election of officers Wednesday, Dec. 9. The race for secretary was a very close one, Bro. McCabe winning by two votes. The sick and death benefit fund was carried by a safe majority. Much interest was manifest and the boys all feel satisfied with the outcome.

Bro. Kinsley again heads the local.

Bro. Danielson of East Moline is again on the owl.

Bro. McClellen, our popular Long View motorman, says working on Long View is just one round after another.

There were free cigars this afternoon at the barn with compliments of Bro. Len Washburn, married this week. Much happiness, Bro. Washburn.

Our popular county judge, Nels Larson, treated the boys to cigars.

Bro. Etzel returned from a week's vacation in the country. Bro. Etzel brought back some fine rabbits.

Bro. McCloskey, who has been bothered with rheumatism, is better now.

Bro. Harry Grubbs has returned after a few days in Decatur. 313

## RUNNING ON TRAIN ORDERS.

**Gary, Ind.**—Bro. Wm. Woldt is able to be out and is getting along very nicely.

Bro. H. M. Nichols has left the service. He was one of the main spokes in the wheel and we will miss him. He was the oldest motorman in the service. We wish Bro. Nichols success in his future undertakings.

Bro. E. Koutsky has the broad smile of a proud father. It is a boy.

Bro. Wm. Orndorff spent two weeks with his parents in Virginia.

Bros. Hal Viant, J. Peterson, W. J. Barney, Ira Ainsworth and Harry Steele have been out on several hunting trips.

We are now using train orders on the Hammond line and getting along very well.

Bro. E. L. Ratliff is breaking in as a dispatcher.

We are breaking in a few new men and also have a couple of spotters riding the cars. One of the latter looks like the ragged edge of imagination with a hump in his back and has the expression of a "Scheeny" duck. He must be some relation to Jeanette.

Bro. John Resh was delegate to the Union Labor Forward Movement Convention held at Indianapolis Dec. 19. 517.

## DOING GOOD WORK.

Monroe, La.—We have been doing fine work for a young Division. Our success is due largely to President Tolson who is active in the good of 667. There are always some who cannot be satisfied. They try to knock down forts built with good judgment, but many thanks to our "Big Chief," W. D. Mahon, who came to the rescue promptly with reinforcements in the way of replies to questions in regard to a certain section in our contract.

With this letter I am supplying our recently executed contract.

At the best, street car men as a rule, are paid very poorly for the work they do and the conditions they are compelled to put up with.

In the Sept. issue, Shreveport claims to have the best paid Street and Electric Railway employees in the Southern States. She must take off her hat to her sister city Monroe, La. As for the working conditions, we must shake hands with the members of Div. 558. We may run a close second after a while.

By the way, politics are some hot here in this little town and there are some bad actors among the candidates, who have remarked that 10.00 could buy the Union votes. Those of us who do not hold that such candidates are finer than clay, will endeavor to protect the good name of unionism. 667.

## MANY IN CIVIC SERVICE.

Youngstown, O.—Div. No. 273 is busily engaged at present trying to keep warm and paying taxes, coal bills, water rent and a thousand other bills.

We held our annual election of officers Dec. 1st. The following officers were elected: President, H. R. Waller; vice president, L. Biery; recording secretary, F. W. Walster; treasurer, A. P. Crepps; financial secretary, Wm. Stone; business agent, M. J. Lyden; executive board, John Harvey, M. J. Lyden, H. H. Best and T. C. Moore; United Labor Congress delegates, H. R. Waller, Carl W. Fetter, M. J. Lyden, W. F. Eberhart, T. C. Moore and John Harvey.

Bro. Wm. Voglesang has been appointed city patrolman by Mayor F. A. Hartenstein. To date the city has received from the ranks of Div. 273 three policemen, one sheriff, one constable and several firemen and mail carriers. This all shows that 273 is made of good material.

Bro. F. W. Rhoades and family spent a short vacation at the home of his parents over Xmas at Huron, Ohio.

Bro. Frank Stahl, on the sick list for the past month, is improving slowly.

Bro. F. J. Shilling made a tour of a number of towns throughout Pennsylvania recently. He says "they do be some worse street car systems than ours over yonder."

The writer wishes to inform the brothers that this will be his last installment of news items he will edit for Div. 273, and promises that the new correspondent will be a bear to get you real news. We wish everyone a happy and prosperous New Year.

H. R. W.

## HAVE AMBULANCE CORPS.

New Westminster, B. C.—Div. No. 124 is still doing business at the old stand. We meet twice each month, the second and fourth Tuesday.

At our meeting of Jan. 14, we elected officers for the year 1916, who were installed by retiring president, William Yates.

In addition to the regular officers of our Association we have an ambulance corps who are taking up first aid work.

We have a splendid sick benefit feature of our Association from which last year we paid out some \$1,200 in sick benefits. So the brothers can see, generally, Div. No. 124 is not far behind the times. COW

## AMALGAMATED ASSOCIATION DIVISIONAL OFFICERS ELECTED FOR THE YEAR 1914 THUS FAR REPORTED AS FOLLOWS:

## Div. No. 12, Colorado Springs, Col.

President, Charles Binks; recording secretary, M. W. Blackman; financial secretary, J. E. Draper.

## Div. No. 22, Worcester, Mass.

President and business agent, Peter J. Rooney; vice president, Patrick Shea; recording secretary, Daniel Shea; financial secretary, Thomas Welch; conductors, J. E. Cove and Ora J. Bailey; wardens, Dan Gilmore and Wm. Welch; sentinels, Daniel Rawson and John Spencer; correspondent, John F. Lappin; executive board, Thomas Broderick, John S. O'Brien, M. J. McKenna, John Hickey, J. J. McDermott, George Mullaley, Elmer O. Hood, Thomas Lonergan, George Laprade, Frank J. Feeley and Garret Nagle.

## Div. No. 28, Detroit, Mich.

President, Stanley Anderson; vice-president, Hugh McClintock; secretary-treasurer, Neil McLellan; sergeant at arms, Grover Phillips; executive board, Wm. Green, Clyde Brooks, George Sebastian, Francis Killenbeck, L. LaButte, Wm. Eddy, Peter Whaling, Anthony Radtke, John Haddox, Herbert Geet, Clarence Nugent, John Leland, Alpha Paquette, Rivard Chilson, John Watson, Frank Schillberg, Abraham Goldwater, Ed. Lewis, Fred Millard, Harry Ferguson, A. Sugden, Thomas McGraw, Harry Frindle, Wm. Rayca, John Scott and James Lee; business agent, Fred Castator.

## Div. No. 78, Galveston, Tex.

President, J. N. Hall; recording and financial secretary, C. P. Smith; treasurer, J. W. Davis.

## Div. No. 85, Pittsburgh, Pa.

President, E. B. Schafer; first vice-president, Joseph Thomas; second vice-president, L. E. Herron; financial secretary, P. J. McGrath; recording secretary, Edward J. Baldauf; business agent, J. J. Thorpe; warden, P. J. Ward; conductor, Clarence Riffe, sergeant at arms, Michael Ward; trustee, W. J. Howley; delegates to Iron City Central Trades council, A. R. Jerling, P. J. Ward, P. J. McGrath, Edward J. Baldauf, E. B. Schafer; delegates to Pennsylvania Federation of Labor, P. J. McGrath, P. J. Ward and J. J. Thorpe; executive board, Wm. T. Hanna, Jno. L. Sauer, E. F. Deem, R. T. Davis, Robert Taylor, Wm. N. Armstrong, Frank Crawford, Wm. Gleeson, Jno. T. Loadman, P. J. Ward, M. J. O'Connor, C. W. Jones, Fred Schaffer, George Jackson, Jno. Turner, George Bannan, Peter Young; local board members: Chestnut St.—John Dooley, John Willhafer, Henry Lascher; Butler St.—D. W. Cook, John Higgins, M. J. Carter; Homewood—Sanford Babbitt, A. Hanna, Edw. McKnight; Bunker Hill—L. E. Herron, C. R. Jones, J. S. McCallum; Herron Hill—Michael Ward, Daniel T. Ritter, James Morgan; Craft Ave.—Geo. McNamara, J. E. Stahl, J. A. Fuhs; Carson St.—Fred Goodrich, Wm. Jackson, John Rau; Tunnel Sta.—Jas. McCann, Thos. Carney, G. K. Smith; Suburban—Ed. P. Tush, Eddie J. Frey, Michael Sardonnell; Manchester—C. W. Bistline, Clarence Rife, Geo. W. Paul; Glenwood—C. J. H. Wenker, S. A. Lanham, W. P. Dayton; McKeesport—Jno. A. Dillion, S. S. Welmer, B. F. Trostle; Braddock—Robert Stents, Fred Geist, R. W. Noble; Park Way—Thos. Carr, W. J. Howley; Samuel Ferguson; Carnegie—Geo. P. Baine, Arthur Neeson, Lawrence Burns; West End—Michael Singleton, T. J. Sullivan, J. M. Gray; Castle Shannon—Wm. Jackson, L. H. Hasebaker, James Madigan; Beaver Valley branch—President, J. L. Webb; vice-president, J. Graham; business agent, C. Aggas; financial secretary, O. R. Ward; recording secretary, H. Briggs; conductor, H. Romine; warden, F. Ifft; sentinel, D. McDade; correspondent, J. D. McKenna; delegates to Central Labor Council, J. D. McKenna, Wm. Moffatt and W. T. Byres; floral committee, C.

Barnhart, E. McKenna and D. McDade; sick committee, W. T. McKenna, D. McDade, E. Brunny, J. L. Cooper and F. Ift.

## Div. No. 89, New Castle, Pa.

President, C. C. Coulthard; vice-president, L. E. Weddell; recording secretary, C. A. Bakin; secretary-treasurer, H. C. Turner; conductor, W. W. Hennon; executive board, L. E. Weddell, A. W. Wolfe, H. C. Turner, A. E. Johnston, C. C. Coulthard; joint committee, H. C. Turner, C. C. Coulthard; correspondent, R. L. Smith.

## Div. No. 90, Mt. Clemens, Mich.

President, William Williams; recording and financial secretary, John V. French.

## Div. No. 90, Akron, O.

President, Perry G. Ripley; vice-president, Leo McVann; recording secretary, C. O. Smith; financial secretary, V. F. Cope; treasurer, R. O. Meeker; conductor, Geo. Wolf; warden, J. Stewart; sentinel, Ben. Hoff; executive board, city lines, P. G. Ripley, A. L. Parr, Lee J. Isch, Loyd Leeper, Burt Darrow; Kent-Ravenna line, James Maxwell and Bro. Mathews; Barberton line, Wm. Lemon, Burt Pontius.

## Div. No. 99, Winnipeg, Man.

President, F. A. Davis; vice-president, A. Gammach; financial secretary and business agent, A. Scoble; recording secretary, T. M. Lovatt; warden, E. J. Evans; conductor, J. Davis; correspondent, E. J. Evans.

## Div. No. 101, Vancouver, B. C.

President, Joseph Hubble; vice-president, Joe Armstrong; recording secretary, James E. Griffin; financial secretary and business agent, F. A. Hoover; treasurer, W. J. Harper.

## Div. No. 103, Wheeling, W. Va.

President, J. N. Furbee; vice-president, Wm. Barnes; recording secretary, S. H. Lewis; financial secretary, A. H. Crumley; treasurer, Chas. Sonfeldt; conductor, Rome Ramsey; warden Julius Norteman; executive board, E. D. Kennon and Lester Blake; delegate to Central Labor Union, Charles Draher.

## Div. No. 107, Hamilton, Ont.

President, Thomas Inglis; recording secretary, E. W. Batt; financial secretary, A. F. Blackwell.

## Div. No. 109, Victoria, B. C.

President, W. H. Gibson; recording and secretary, R. A. C. Dewar; treasurer, O. Snaith.

## Div. No. 112, Toronto, Ont.

President, James Scott; recording secretary, business agent and treasurer, Joseph Gibbons; financial secretary, W. D. Robbins.

## Div. No. 114, Youngstown, O.

President, H. O. Harroff; recording and financial secretary, O. M. Post; treasurer, C. D. Hendricks.

## Div. No. 118, Pottsville, Pa.

President, Thomas V. McGovern; recording secretary, Abraham Hughes; financial secretary, John W. Dodds; treasurer, C. W. Donne.

## Div. No. 125, East St. Louis, Ill.

President, George W. Cross; recording secretary, William G. Benton; financial secretary-treasurer, L. R. Friend.

## Div. No. 128, Ashville, N. C.

President, Z. C. Fisher; recording secretary, A. P. Lyda; financial secretary-treasurer, T. C. Anders.

## Div. No. 134, Troy, N. Y.

President and business agent, Joseph F. McLaughlin; recording secretary, Nicholas Delaney; financial secretary, James F. McKeon; treasurer, James Harrington.

## Div. No. 134, New Westminster, B. C.

President, W. Dodd; vice-president, J. S. Ill; recording secretary, A. F. Duncan; financial secretary and business agent, W. tes; treasurer, Jas. Humphrey; conductor,

W. Farrand; warden, G. Wheeler; sentinel, J. Fenton; correspondent, J. S. Hall; executive board, W. Dodd, J. S. Hall, W. Bates, A. F. Duncan, L. Grimmer, J. Rushton, W. Banks and J. Ralph; auditors, H. Swan, Wm. Cook and W. J. Holmes.

## Div. No. 148, Albany, N. Y.

President, Joseph S. Droogan; recording secretary, Joseph D. Sheehy; financial secretary, Maurice J. Whelan; treasurer, James Prior.

## Div. No. 163, Meriden, Conn.

President, C. M. Lane; recording and financial secretary, G. J. Tittel; treasurer, Bert Bartholomew.

## Div. No. 165, Girardville, Pa.

President, Lawrence Coleman; recording secretary, Thomas Gibbons; financial secretary and business agent, Thomas Williams; treasurer, John Richards.

## Div. No. 168, Scranton, Pa.

President and business agent, J. T. McGrath; recording secretary, Stephen Mullen; financial secretary, Lawrence F. Hart; treasurer, M. H. Kernan.

## Div. No. 169, Easton, Pa.

President, M. B. Knerr; vice-president, C. L. Werkheiser; financial secretary-treasurer, F. A. Hatters; recording secretary, O. Styers; corresponding secretary, R. E. Weaver; conductor, Wm. Daub; sentinel, H. E. Gruver; warden, L. Davey; executive board, M. B. Knerr, F. A. Hatters, H. C. Case, W. J. Nicholls, W. Purdy and R. H. Kiefer.

## Div. No. 174, Fall River, Mass.

President, Wm. H. Keating; vice-president, Wm. Bedell; recording secretary, James Fox; financial secretary, J. Malvey; treasurer, M. P. Galvin; corresponding secretary, W. S. Ogden; delegate to General Conference Board, Wm. H. Keating; auditors, J. E. Henshaw, A. Cockcroft and A. Basset.

## Div. No. 176, Sharon, Pa.

President, Charles Fisher; recording secretary, A. J. Mitchell; financial secretary and business agent, C. F. Kinsell; treasurer, George C. Davis.

## Div. No. 192, Oakland, Cal.

President, Louis Lebowsky; vice-president, Ben Bowbeer; recording secretary, F. B. Peru; secretary-treasurer and business agent, R. J. Scott.

## Div. No. 194, New Orleans, La.

President, Ben Commons; first vice-president, C. Gonzales; second vice-president, James Evans; secretary, Leonce Gauthier; corresponding secretary, A. K. Falconer, Sr.; treasurer, F. Brown, Jr.; conductor, George Birdsong; warden, Louis Bush; sentinel, Ben Winter; grand marshal, J. A. Tracey; delegates to the Central Labor Union, C. L. Beckler, L. Giefers and C. F. Rollier.

## Div. No. 197, Meadville, Pa.

President, Lee L. Vaughn; vice-president, Ross Dennison; financial secretary-treasurer, J. E. McKay; recording secretary, C. V. Eaton; conductor, C. F. Satterlee; warden, David Williams; correspondent, F. H. Leslie; executive board, Ross Dennison, Blinky Morgan, H. A. Smith, H. E. Steele, E. V. Eaton, E. D. Thompson.

## Div. No. 199, Ottumwa, Ia.

President, J. J. Johnston; recording secretary, C. A. McClure; financial secretary-treasurer, H. Denebrink.

## Div. No. 212, Burlington, Ia.

President, A. R. O'Daniels; vice-president, E. Beaber; recording secretary, A. J. Miller; warden, S. Freeman; treasurer, H. Beaber; executive board, Chas. Milton, J. S. Wilson, S. S. Stanley, E. L. Noble, T. Zaehmeyer and Chas. Squire.

**Div. No. 215, Wheaton, Ill.**

President, George W. Stafford; recording secretary, J. L. Collin; financial secretary-treasurer and business agent, T. E. Sundstrom.

**Div. No. 222, Butler, Pa.**

President, A. B. McDowell; recording and financial secretary, W. B. Gravatt; treasurer, O. E. Bartoe.

**Div. No. 223, Joliet, Ill.**

President, Geo. E. Brereton; vice-president, Harry Reeds; recording secretary, Roy Reed; financial secretary, Chas. Sherman; treasurer, Michael Tracy, conductor, Geo. Hilt; warden, M. H. Hodge; sentinel, W. Holcomb; executive board, Geo. Brereton, W. Kinley, Ike Christman, David Cheney, C. Nutt; sick committee, John Hoy and Peter Appel; grievance committee, W. Kinley and C. Nutt; correspondent, T. Halliday; barn committee, John Cotts and Jacob Anderson; delegates to the Central Trades and Labor Council, Gus Elchoff, J. Anderson, G. Hilt, M. Berry and N. Leddy.

**Div. No. 235, Brockton, Mass.**

President and business agent, P. F. Sheehan; recording secretary, Joseph C. Macomber; financial secretary, Charles E. Place; treasurer, H. F. Loring.

**Div. No. 236, Alton, Ill.**

President, H. T. Coulter; recording secretary, H. T. Welch; financial secretary, Albert Schmidt; treasurer, Henry Neiderkorn.

**Div. No. 238, Lynn, Mass.**

President, Francis A. Walsh; vice-president, F. J. Murphy; recording secretary, H. L. Mott; financial secretary, E. B. Brennan; treasurer, M. F. Doherty; conductor, T. C. Deveau; sentinel, Daniel Scannell; correspondent to The Motorman and Conductor, J. J. Cogan; delegates to the Central Labor Union and the Wage Earners' Club, J. H. Murphy; delegate to the joint conference board, Francis A. Walsh; trustees, George Douglas, Edward J. Roberts and J. J. Cogan; executive board, Benjamin H. Lampert for West Lynn barn, Lawrence Curtin for Wyoma, Michael J. Boyle for Lower Swampscott, F. A. Martin for Upper Swampscott, J. J. Sullivan for the pit men.

**Div. No. 240, Chelsea, Mass.**

President, E. A. Burrill; vice-president, John T. Balfour; financial secretary, R. J. Copithorne; recording secretary and correspondent, Jos. J. Walsh; treasurer, M. McDonough; warden, M. J. Sullivan; joint conference board, John T. Balfour; collectors, J. A. Cameron, Geo. T. Kirby, J. C. McDonald and H. A. Hurley; executive board, Jas. A. O'Brien, Wm. MacGarvey, Tom Shanley, M. F. McDonough and Amos Kincaid.

**Div. No. 241, Chicago, Ill.**

President, William Quinlan; recording secretary, Coe W. Mills; financial secretary, William Taber; assistant financial secretary, Maurice Lynch.

**Div. No. 242, Montpelier, Vt.**

President, Denis E. Sweeney; vice-president, Wm. Somerville; recording secretary, Ray Coppins; financial secretary, Chas. Reagan; warden and sentinel, Arthur Smith; conductor, Ed. Docherty; correspondent, H. S. Kent; delegates to Central Labor Union, Wm. Somerville, C. H. Reagan and J. P. Chapman; executive board, D. E. Sweeney, Wm. Somerville, Ray Coppins, C. H. Reagan and Norman French.

**Div. No. 243, Taunton, Mass.**

President, James J. Flood; recording secretary, Frank Sunney; financial secretary-treasurer, Patrick Walsh.

**Div. No. 246, Salem, Mass.**

President, Lawrence Haverty; recording secretary, E. P. O'Brien; financial secretary, S. A. Moran; treasurer, James A. Goss.

**Div. No. 249, Reading, Mass.**

President, Charles Taylor; recording secretary, James P. Morrison; financial secretary, R. A. Bowmah; treasurer, E. A. Connor; business agent, Alex Smyth.

**Div. No. 253, Quincy, Mass.**

President, Wm. H. Gould; vice-president, Jas. Carey; financial secretary-treasurer, Herbert G. Johnson; recording secretary, Jas. J. Kelly; dues collector, Richard Kaufman; conductor, Jos. Wade; correspondent, Jas. H. Allan; executive board, Frank Pitts and Geo. W. Fay; sick committee, Jas. Gilmartin and Bob Harris.

**Div. No. 256, Sacramento, Cal.**

President, S. P. Stephens; vice-president, W. C. Hoekderffer; secretary, H. L. Mott; correspondent, M. F. Shelley; executive board, R. Craddock, Bro. Maxfield, R. W. Titherington, W. C. Hoekderffer and J. Watson.

**Div. No. 258, Norwich, Conn.**

President, O. L. Christonson; recording secretary, E. E. Mulkins; financial secretary-treasurer, William H. Sweet.

**Div. No. 265, San Jose, Cal.**

President and business agent, J. A. Rhoades; recording secretary, S. W. Smith; financial secretary-treasurer, F. C. Vierke.

**Div. No. 268, Cleveland, O.**

President, George R. Davies; recording secretary, A. R. Griffith; financial secretary, W. M. Rea; treasurer, W. J. Couch; business agent, Fred Schultz.

**Div. No. 269, Danbury, Conn.**

President, S. Everett; vice-president, F. Foster; secretary, H. Hirsch; treasurer, F. Banks; conductor, A. Harper; warden, Wm. Moore; sentinel, C. Parsons; correspondent, Harold Jones; executive board, Eugene Morgan, F. Foster, M. McCarthy, Wm. Moore and E. Purdy.

**Div. No. 270, Gloucester, Mass.**

President, W. F. Poole; vice-president, L. W. Holmes; secretary, W. J. Pratt; warden, F. D. Cook; conductor, C. F. Harmon; sentinel, M. J. Whidden; treasurer, R. C. Bragdon.

**Div. No. 272, Youngstown, O.**

President, H. R. Weller; vice-president, L. Biery; recording secretary, F. W. Walster; treasurer, A. P. Creeps; financial secretary, Wm. Stone; business agent, M. J. Lyden; executive board, John Harvey, M. J. Lyden, H. H. Best and T. C. Moore; United Labor Congress delegates, H. R. Weller, Carl W. Fetter, M. J. Lyden, W. F. Eberhart, T. C. Moore and John Harvey.

**Div. No. 276, Stockton, Cal.**

President and business agent, A. E. Castro; recording secretary, J. W. Pierce; financial secretary-treasurer, W. S. Thompson.

**Div. No. 280, Lowell, Mass.**

President, Fred Crowley; vice-president, George Clark; secretary-treasurer, Thomas Sullivan; recording secretary, John J. Kelly; correspondent, Timothy G. Mahoney; executive board, E. Donnelly, M. Regan, M. McNamara, T. Powers, P. Calnin; board of trustees, Cris Mooney, T. B. Mullaney, D. Primeau; delegate to Joint Conference, Fred Crowley; day warden, Gasoline Riley; night warden, M. H. O'Brien; janitor, Pat Lowe; auditing committee, Bat Cahill, Hatley Myers, George Boyle; doctors, J. H. Morse, G. Newell and E. Riley.

**Div. No. 281, New Haven, Conn.**

President, T. Reilly; vice-president, F. Maher; recording secretary, G. Kennedy; financial secretary, J. Lynch; treasurer, D. McKay; correspondent, C. Pender; warden, M. Stackpole; sentinel, W. Hussey; executive board, T. Reilly, W. Boylan, M. Breen, H. Gartland, J. Looney and T. McMahon; Joint Conference board, T. Reilly, D. McKay; delegates to Trades Council, D. McKay, H. Gartland, Chas. Pender, A. Merrill and J. Conway.



## Div. No. 222, Rochester, N. Y.

President, John J. O'Dea; recording secretary, Chas. R. Herrick; financial secretary and business agent, J. J. O'Sullivan; treasurer, F. H. Arthur.

## Div. No. 224, Nashua, N. H.

President, Frank Roy; recording and financial secretary, John C. O'hare; treasurer, J. M. Sullivan.

## Div. No. 225, Steubenville, O.

President, William H. Ralston; recording secretary, Clyde Skipper; financial secretary, David Starr; treasurer, Charles Rattirock; business agent, Stephen M. Tipton.

## Div. No. 226, Marion, Ill.

President, George White, Jr.; recording secretary and business agent, F. A. Strong; financial secretary-treasurer, J. C. Ferguson, Jr.

## Div. No. 302, Marinette, Wis.

President, Fred Derricks; vice-president, F. Johnson; financial secretary-treasurer, J. Herscheid; recording secretary, L. Combe; corresponding secretary, O. Carlender; conductor, Mose Jarvis; warden, Rollo Provis.

## Div. No. 304, Glens Falls, N. Y.

President, Lester B. Brownell; first vice-president, Wm. E. Washburn; second vice-president, Arthur Wood; recording secretary, George Dodge; financial secretary, Frank A. Brown; treasurer, John Sullivan; correspondent, Joseph Light; conductor, Harry Arnold; sentinel, Herman Roselle; warden, Augustus Storey; executive board, L. B. Brownell, Everett Bailey, Louis LeValley, Frank E. Bullard, Myron Blakely; Power House committee, John Bewick, Frank Whorf; Barn committee, Arthur Langlois and George Simmons.

## Div. No. 305, Chicago, Ill.

President, John J. Bruce; vice-president, N. L. Grant; secretary-treasurer, W. S. McClenathan; trustees, Ida Motenssen, Ben H. Diets and Adam Stromenger; conductor, Chas. A. Brady; warden-sentinel, Al. Dempsey; executive board members, Wm. Mylan, Miss E. Corrigan, George Gielis, Mary Trainor, George Arnold, N. P. Hanson, D. W. Slater, G. Eberling, Albert Niedbalski and Ben Neilson.

## Div. No. 312, Davenport, Ia.

President, Oscar Carstena; recording and financial secretary, H. F. Bowker; treasurer, Chris Christensen; correspondent, Alonzi Melton.

## Div. No. 313, Rock Island, Ill.

President, James Kinsley; vice-president, P. W. Walker; secretary, J. F. McCabe; treasurer, F. O. Reddig; conductor, Ralph Corder; warden, E. S. Allen; sentinel, P. J. Swanson; correspondent, W. E. McBride; executive board, James Kinsley, P. W. Walker, John McHugh, J. Harper, C. L. Weaver, A. C. Carlson and Gus Peterson; delegates to Federation of Labor, P. W. Walker, James Kinsley, A. C. Carlson, John McHugh, F. O. Reddig and Casey Jones.

## Div. No. 333, Battle Creek, Mich.

President, William Houghtaling; recording secretary, George C. Schweder; financial secretary-treasurer, C. B. Onsted.

## Div. No. 329, Dubuque, Ia.

President, Charles C. Mead; vice-president, Andrew Schlitz; financial secretary, John Beadle; corresponding secretary, George Smith; correspondent, Herman F. Krentz; executive board, C. C. Mead, chairman, Andrew Schlitz, Elmer Smitherum, John Riley and Floyd Gibson.

## Div. No. 334, Boone, Ia.

President, James Cutler; vice-president, Walter Hardie; financial and recording secretary, Arthur White; treasurer, Roy Smith; conductor, Chris Engler; warden, Harold Crawford; sentinel, John Hartman; correspondent, Harry Smith.

## Div. No. 242, Kalamazoo, Mich.

President, George E. Bouck; recording secretary, W. R. Juddins; financial secretary, Ralph Sage; treasurer, Alva Carlton.

## Div. No. 358, Cumberland, Md.

President, R. F. Nelson; vice-president, H. S. Wagner; financial secretary-treasurer, A. W. Carroll; corresponding secretary, E. T. Storer; conductor, W. G. Walker; warden, E. W. Yates, sentinel, B. B. Thompson; executive board, Y. G. Harshburger, E. W. Yates, A. W. Carroll, A. M. Davis, R. F. Nelson; Trades Council delegates, J. E. Will, H. M. Blake, A. W. Carroll, H. S. Wagner and R. F. Nelson.

## Div. No. 380, Alliance, O.

President, Scott Kelly; recording and financial secretary, W. H. Baldwin; treasurer, Joe Sallemant.

## Div. No. 322, Albion, Mich.

President, Chas. Wagner; first vice-president, Earl Webb; second vice-president, John Walters; financial secretary-treasurer, C. L. Carrier; recording secretary, R. D. Peters; correspondent, J. Horton; conductor, Joe Marquis; warden, H. Scherer; sentinel, D. Barnes; State F. of L. delegates, E. Webb; International delegate, R. D. Peters; joint advisory board, Chas. Wagner, E. Webb and Joe Walters; executive board, J. Walters, F. Scheffeld, L. Brown, R. Peters, E. Webb and George Stoddard.

## Div. No. 372, Hyde Park, Mass.

President, Percy A. Chamberlain; vice-president, James Quinn; recording secretary, Harry J. Conlon; financial secretary-treasurer, Michael J. Gilmartin; conductor, Thomas Carver; warden, K. J. Morgan; sentinel, Fred Lipp; executive board, Wm. O. Curtis, Daniel McNamara, James Quinn, Albert Tays and Percy A. Chamberlain; delegates, P. A. Chamberlain.

## Div. No. 379, Miles, O.

President, F. B. Corey; recording secretary, H. Miller; financial secretary-treasurer, L. Wilson.

## Div. No. 380, Myria, O.

President, H. A. Monger; recording and financial secretary, F. E. Hull; treasurer, Frank Gary.

## Div. No. 381, Butte, Mont.

President, John Perry; financial secretary, Floyd Fluent; treasurer, Jabez S. Babb.

## Div. No. 382, Salt Lake City, Utah.

President, J. H. Lamont; first vice-president, David McIntyre; second vice-president, Wm. Cocking; secretary and business agent, J. A. Reader; treasurer, V. M. Hixson; correspondent, W. A. Soule; conductor, H. E. Drivern warden, R. Bergesen; sentinel, Fred Beck; executive board, A. H. Avery, G. R. Cannon, A. H. Kempton, R. M. Lamont and R. H. Smith; physician, Dr. W. N. Pugh.

## Div. No. 383, Newburgh, N. Y.

President, Joseph Coy; secretary and business agent, Arthur J. S. Coleman; treasurer, George H. Garrison.

## Div. No. 389, Mansfield, O.

President, Pearl Hoover; vice-president, Albert Carter; recording secretary, Willard Whistler; financial secretary-treasurer, Samuel Martin; conductor, Harker Enlow; warden, Fred Hilderbrant; sentinel, G. Kurtz; correspondent, G. Kurtz; executive board, Pearl Hoover, J. B. Hunt, Willard Whistler, G. Butts, Oliver Grimling, Albert Carter, Elmer Orr, Harker Enlow and Carl Cowan.

## Div. No. 408, McAlester, Okla.

President, C. F. Hills; recording secretary, F. T. O'Hara; financial secretary, L. Milligan; treasurer, A. B. Goodner.

## Div. No. 416, Peoria, Ill.

President, John Conlon; recording secretary, Robert Hoyt; financial secretary-treasurer, Jerry Burnetta.

**Div. No. 418, Ogden, Utah.**

President, T. J. Maddock; secretary, Spencer Terry; treasurer, Oscar Crittenden.

**Div. No. 421, Mt. Carmel, Pa.**

President, James L. Delaney; secretary, Stanley Sandler; treasurer, Edward N. Young.

**Div. No. 425, Hartford, Conn.**

President, Frank H. Kelly; vice-president, Thos. V. Lee; business agent, Ed. P. Lawton; recording secretary, Frank O'Meara; financial secretary, Michael J. Morkan; treasurer, D. J. Rourke; conductors, Chas. Allen and Daniel F. Haggerty; wardens, Jas. P. Hunt and Chas. E. Gaines; sentinels, Harry Waters and Jas. A. Lavery; correspondent, R. T. Skehan; executive board, Thos. F. Dowling, Jos. E. Dunn, Daniel F. Haggerty, Jno. J. Kenny, Ed. P. Lawton, Thos. V. Lee, Michael J. Morkan, Frank O'Meara, Wm. H. Potterton and D. J. Rourke; state conference board, Ed. P. Lawton and Wm. H. Potterton.

**Div. No. 430, Mauch Chunk, Pa.**

President, Dennis J. Dugan; recording secretary, John McKeever; financial secretary-treasurer, E. M. Hildebrand.

**Div. No. 441, Des Moines, Ia.**

President, W. H. Clark; recording secretary, C. B. Peacock; financial secretary and business agent, J. B. Wiley; treasurer, J. H. Beard.

**Div. No. 452, Thompsonville, Conn.**

President, C. C. Estelle; recording secretary, Peter J. Moran; financial secretary-treasurer, Frank W. Lovejoy.

**Div. No. 455, Portsmouth, O.**

President, Ed. Gore; recording secretary, Chas. E. Luckett; financial secretary-treasurer, Harry Dixon; business agent, Oscar Forinash.

**Div. No. 458, Madison, Wis.**

President, Adam Alverson; recording secretary, George Helland; financial secretary-treasurer, E. E. Raymond.

**Div. No. 459, Bridgeport, Conn.**

President, Bernard Flanagan; vice-president, George Smith; recording secretary, J. Plunkett; financial secretary, Patrick Kelly; treasurer, John F. O'Neill; correspondent, Joseph Dunigan; joint conference board, Bernard Flanagan; executive board, W. Brown, H. Downs, J. Dooley, T. Fenton, C. B. Hall, W. Morton.

**Div. No. 470, Franklin, Pa.**

President, F. J. McDaniel; vice-president, C. W. Black; secretary, F. D. Harriger; treasurer, E. M. Voorhies.

**Div. No. 473, Woburn, Mass.**

President, Wm. J. Murphy; vice-president, Henry P. Boutwell; recording secretary, Chas. D. Howard; financial secretary-treasurer, Owen J. Murphy; warden, Jno. P. Morgan; executive board, Wm. J. Murphy, Thos. F. Burke; Chas. H. Lennon, Owen J. Murphy and Chas. D. Howard.

**Div. No. 476, Norwalk, Conn.**

President and business agent, F. W. F. Andrews; vice-president, H. E. Knapp; recording secretary, Albert Berg; financial secretary, C. M. Flewwellin; treasurer, N. H. Godfrey; conductor, A. Caney; warden, John Lane; sentinel, J. Naggle; correspondent, H. F. Ainsworth; executive board, H. E. Knapp, Edw. Burkedal, Wm. Montgomery, C. M. Flewwellin, Albert Berg, H. F. Ainsworth; delegate to State Board, F. W. F. Andrews.

**Div. No. 477, Philadelphia, Pa.**

President and business agent, Harry F. Flynn; recording secretary, Simon Carroll; financial secretary-treasurer, Thomas-J. Kirrane.

**Div. No. 478, Middletown, Conn.**

President, Patrick J. Ronan; recording secretary, Frank Rutledge; financial secretary-treasurer, Charles J. Hoffman; business agent,

**Div. No. 482, New London, Conn.**

President, Axel L. Swarin; vice-president, Ernest C. Opperman; recording secretary, Harold J. Cone; financial secretary, Henry V. Mono; warden and sentinel, Oliver L. Reynolds; correspondent, H. J. Cone; delegate to General Conference Board, Warren A. Lewis.

**Div. No. 484, Kewanee, Ill.**

President, W. S. Benson; recording secretary, Glenn O. Hogeboom; financial secretary-treasurer, Charles Williams.

**Div. No. 489, Dalton, Pa.**

President, J. B. Dixon; recording secretary, Bruce H. Tingley; financial secretary, Wm. S. Dymond; treasurer, Wm. T. Howell.

**Div. No. 495, Helena, Mont.**

President, Ed. Majors; vice-president, Andy Lyle; financial secretary, Ben Wallace; conductor and warden, James Thorpe; correspondent, W. E. Leflier.

**Div. No. 496, Pittsfield, Mass.**

President, Maurice J. Kavanagh; recording secretary, Owen G. Monroe; financial secretary, Roger H. McCoy; treasurer, John W. Casey.

**Div. No. 497, Pittsburg, Kan.**

President, Walter Glenn; recording secretary, William Matthews; financial secretary-treasurer, James L. Ward.

**Div. No. 503, Haverhill, Mass.**

President, John Burke; vice-president, John Parley; recording secretary, Clifford Widgren; financial secretary-treasurer, Wm. Boner; correspondent, Clifford Widgren; warden, John Kelly; sentinel, F. J. O'Brien; executive board, John French; Ed. Mettke, Clarence Hall, Wm. Boner and Joe Langley.

**Div. No. 481, Port Chester, N. Y.**

President, Charles Jurey; vice-president, J. Gearen; recording secretary, H. Phillip; financial secretary, A. Helme; treasurer, James Birnie; conductor, C. Weeks; warden, G. Kropp; sentinel, D. M. McDonald; correspondent, H. Phillip; executive board, A. Keith, J. Loew, Wm. Grines, E. Mead and H. Phillip; delegate to C. B., A. Keith.

**Div. No. 507, Marengo, Ill.**

President, E. A. Bell; recording secretary, E. E. Hall; financial secretary-treasurer, Fred C. Buchte.

**Div. No. 508, Halifax, N. S.**

President and business agent, Sidney Moshier; recording secretary, Heber Collins; financial secretary-treasurer, Henry Gardner.

**Div. No. 513, Bartonville, Ill.**

President, E. H. Stenstrom; recording secretary, Henry Taylor; financial secretary and business agent, W. F. Bowker.

**Div. No. 515, Galesburg, Ill.**

President, F. J. Hurlay; vice-president, H. S. Lucas; recording secretary, J. B. Swinger; financial secretary-treasurer, E. U. Brown; corresponding secretary, Carl Burgwall; conductor, Fred Palm; warden, P. L. Jordan; sentinel, E. W. Gaines; executive board, G. B. Johnson, E. U. Brown, A. O. Morningstar, J. B. Swinger and J. F. Potter.

**Div. No. 516, Middletown, N. Y.**

President, Edward Horold; recording secretary, George R. Butts; financial secretary-treasurer, William Doan.

**Div. No. 517, Gary, Ind.**

President, Ed. Old; vice-president, Roy Glover; financial secretary and treasurer, S. B. Ward; recording secretary, A. W. Stage; executive board, H. M. Nichols, W. Wickersham, J. Spencer and P. J. Curley; warden, Chas. McCoy; conductor, L. F. Maybaum; correspondent, R. S. Berlin; delegates to Lake County Trades and Labor Council, P. J. Curley

## Div. No. 512, San Francisco, Cal.

President, Frank Rafael; vice-president, John Daly; financial secretary-treasurer, M. C. Morehart; recording secretary, J. Giguere; corresponding secretary, J. A. B. Hay; sentinel, J. Dolan; executive board, Frank Rafael, S. W. Chadbourn, W. F. Wood, F. Brainard, Wm. Briare, F. Conlon, J. Williams, Thos. Jensen, W. Corcoran, John Phelan, W. Neil; delegates to the Labor Council, Ed. Corbett, Jack McDonald, J. P. Scott, F. E. Davidson, Henry Rowe; delegates to Public Ownership League, Jas. Fitzpatrick, F. E. Davidson, F. W. Patillo, J. M. Jensen and W. J. Honan

## Div. No. 512, La Crosse, Wis.

President, Peter F. Sieger; recording secretary, Charles Kanter; financial secretary, A. F. Ruegg; treasurer, Emil F. Ristow.

## Div. No. 524, Oskaloosa, Ia.

President, James M. Oliverson; recording secretary, Charles Wray; financial secretary-treasurer, John Reader.

## Div. No. 537, Holyoke, Mass.

President, Thomas Weir; first vice-president, John Stansfield; second vice-president, William Drew; financial secretary, William Ryan; corresponding secretary, Fred G. Keller; treasurer, David E. Day; conductors, Clayton Haskell and Ray Cole; sentinels, P. W. Fitzgerald and J. Lingley; wardens, M. Quinlin and Ed. Ironside; correspondent, Thomas Weir; grievance board, Wm. Ryan, Geo. Geaudro, A. Williams, R. Hill, F. Ruddock; delegates to C. L. U., Fred Wilson, Wm. Gould, R. Hill, Wm. Ryan and Ed. Borlen.

## Div. No. 540, Trenton, N. J.

President, David H. Coleman; recording secretary, C. R. Wilson; financial secretary, C. H. Gibbs; treasurer, Walter P. Roberts.

## Div. No. 542, Columbus, O.

President, Wm. Ryan; recording secretary, E. W. Tinklepaugh; financial secretary-treasurer, S. E. Doolan.

## Div. No. 545, Missoula, Mont.

President, W. J. Moore; recording secretary, Fred Replogle; financial secretary, G. C. Toler; treasurer, W. L. Trudeau.

## Div. No. 549, Northampton, Mass.

President, William Sheehan; recording secretary, E. J. Healy; financial secretary-treasurer, George W. Lawley.

## Div. No. 551, Lowell, Mass.

President, Edward Sweeney; recording secretary, Edward D. Tucke, Sr.; financial secretary, John Flannery; treasurer, Andrew Molloy; business agent, Samuel Lloyd.

## Div. No. 553, Schenectady, N. Y.

President, J. F. Mayer; vice-president, C. Knowlton; financial secretary-treasurer, J. D. Wright; recording secretary, J. H. Hare; warden, J. F. Hines; sentinel, H. McCoy; collector, J. F. Mayer; correspondent, F. C. Brown; conductor, C. Schultz; executive board, J. F. Mayer, W. J. Manning, G. G. Hogan, C. Knowlton, J. N. Hare and Ed. Allen.

## Div. No. 558, Shreveport, La.

President, J. B. Lawson; vice-president, Z. P. Green; recording and corresponding secretary, A. D. Rushton; financial secretary, F. D. Bridgman; treasurer, S. J. Allen; conductor, H. Rogers; warden, H. H. Lunsford; sentinel, R. L. Beheler; executive board, Frank Fort, S. J. Allen, Z. P. Green, H. H. Lunsford and W. W. Baird; delegates to the Shreveport Central Labor and Trades Council, Z. P. Green, M. G. McKinney and E. S. Brown; auditing committee, A. D. Rushton, W. Stinson and W. S. Johnson.

## Div. No. 559, Albion, Ia.

President, D. L. McVey; recording secretary, W. S. Lewis; financial secretary-treasurer, J. W. Noble.

## Div. No. 563, Lansing, Mich.

President, C. W. Gregory; vice-president, H. W. Smith; recording secretary, James Don-

las; assistant recording secretary, Elmer Clark; financial secretary, Don McConnell; treasurer, Wm. Baker; correspondent, Emmet Layden; conductors, F. Oxbridge and F. Pinckney; wardens, F. E. DeLong and Glen Hicks; joint advisory board, C. W. Gregory, Don McConnell; executive board, C. W. Gregory, Don McConnell, F. Wilkinson, H. W. Smith and Emmett Layden.

## Div. No. 564, Trenton, N. J.

President, Thaddeus Burns; executive board, Jos. Webster, H. Krusen, Geo. Manze, John F. McCarthy; vice-president, Benj. King; financial secretary, Jno. F. McCarthy; recording secretary, H. R. Stradling; warden, Wm. Ryan; sentinel, J. W. Hoff; conductor, Benj. Stradling; correspondent to M. & C., John F. McCarthy; trustees, Benj. King, Ed. Halsey, Geo. Manze; delegates to C. L. U., Jos. F. Thaddeus Burns, John F. McCarthy.

## Div. No. 568, Erie, Pa.

President, William Sutter; secretary, R. O. Osborne; treasurer, P. D. Barber.

## Div. No. 569, Edmonton, Alta.

President, William H. Clark; recording secretary, Bernard W. Lane; financial secretary, Joseph E. White.

## Div. No. 570, Waterbury, Conn.

President and business agent, Lawton H. Luth; recording secretary, George B. Degnan; financial secretary-treasurer, Thomas Berube.

## Div. No. 572, Frostburg, Md.

President, John Abbott; secretary, Webster Rephorn; treasurer, Henry A. Price.

## Div. No. 576, Schenectady, N. Y.

President, George Miller; recording secretary, J. W. Andrews; financial secretary, N. H. Tefft; treasurer, E. V. Sterling.

## Div. No. 577, Augusta, Ga.

President, J. S. McKinney; vice-president, J. C. Cason; recording secretary, E. F. Toole; financial secretary-treasurer, C. McDaniel.

## Div. No. 580, Syracuse, N. Y.

President, M. J. Sullivan; recording secretary, Arthur McCann; financial secretary and business agent, James F. Murphy; treasurer, George Van Auker.

## Div. No. 582, Utica, N. Y.

President, James Largay; vice-president, J. D. Hughes; recording secretary, W. J. Hayes; sentinel, E. G. McLoughlin; warden, C. F. Crowell; conductor, A. J. Scully; corresponding conductor, E. B. Martin; members of the executive board, conductors at Main street, G. K. Roberts and H. Robarge; motormen at Main street, Griffith Jones and J. H. Kelly; conductors at Utica Park, James Shannon and T. R. Dowd; motormen at Utica Park, David Jones and F. W. Drought. The delegates to the Trades Assembly are C. A. Durrenbeck, F. Leard, Sr., and G. R. Tobey.

## Div. No. 587, Seattle, Wash.

President, J. W. Wheat; vice-president, R. H. Cleaves; recording secretary, L. Budd; financial secretary, L. E. Forsythe; conductor, E. L. Brown; warden, E. Deton; correspondent, B. Braday; executive board, J. C. Land, G. W. Tucker, L. Cusack, J. A. Czech, U. S. Tibbitts.

## Div. No. 588, Regina, Sask.

President and business agent, James A. Regan; recording secretary, R. A. Brown; financial secretary-treasurer, A. W. Laight.

## Div. No. 589, Boston, Mass.

President, Thomas G. Doyle; financial secretary, Thomas B. Ross; recording secretary, Owen P. Moore; business agent, Thomas F. Shine.

## Div. No. 591, Hull, Quebec.

President, Jos. St. Jean; vice-president, W. Sutherland; recording secretary, N. E. Cormier; financial secretary, Jos. Noel; treasurer, John Gibeault; conductor, Jack Radmore; war-

den, George Lajole; sentinel, Georges Ducharme; executive board, Jos. St. Jean, Jos. Noel, Jack Radmore, John Gibeault, Georges Ducharme, O. Deschênes, W. Sutherland, J. Routliffe, J. Larose, C. Boucher, George Lajole and G. Laroux.

**Div. No. 592, Fredonia, N. Y.**

President, T. H. Martin; vice-president, Lee Kierstead; financial secretary, K. F. Piehl; recording secretary, W. J. Anderson; conductor, J. J. Fagger; warden, Geo. E. Woodard; sentinel, C. Westerling; correspondent, W. S. Morgan; business agent, L. Kierstead; assistant business agent, Jack Tripp; executive board, J. M. Tripp, L. Kierstead, Chas. Cross and James McCubbin; joint conference board, T. H. Martin and Lee Kierstead; trustees, Frank Cross, Charles Potter and George Allen.

**Div. No. 595, Salem, N. E.**

President and business agent, Walter C. Langmaid; recording secretary, Stanley W. Cole; financial secretary-treasurer, George Berry.

**Div. No. 599, Muscatine, Ia.**

President William H. Hathaway; secretary, H. W. Stevenson; treasurer, Charles Crow.

**Div. No. 600, Waltham, Mass.**

President, Dennis J. O'Brien; recording secretary, John J. Perdue; financial secretary, Francis H. Burbank.

**Div. No. 603, Sheridan, Wyo.**

President, A. S. Speakerworth; secretary and business agent, James Brunzell; treasurer, T. J. Broderick.

**Div. No. 610, Charleston, S. C.**

President, J. P. Graham; first vice-president, M. Y. Foose; second vice-president, W. H. Wohlbold; recording secretary, S. D. Revell; financial secretary, P. A. McBride; treasurer, A. J. Orvin; warden, J. H. Coleman; trustees, J. H. Coleman, W. H. Stanley, W. H. Wohlbold; conductor, E. O. Dilloshaw; sergeant-at-arms, L. W. Barber; executive board, E. O. Dilloshaw, M. Y. Foose, P. A. McBride, S. D. Revell, W. H. Wohlbold; C. L. U. delegates, M. Y. Foose, J. P. Graham, P. A. McBride, S. D. Revell, W. H. Wohlbold; delegate to international convention, J. P. Graham; alternate, S. D. Revell; State F. of L. delegates, M. Y. Foose, J. P. Graham, P. A. McBride, S. D. Revell and W. H. Stanley.

**Div. No. 611, Kankakee, Ill.**

President, Steve Nevue; recording secretary, John Robbins; financial secretary, A. L. Bryan; treasurer, Gilmer T. Grayam.

**Div. No. 615, Neakatoon, Sask.**

President, Francis Walsh; recording secretary, Elliott M. Covey; financial secretary, William J. Brant; treasurer, Angus McDonald.

**Div. No. 618, Providence, R. I.**

President, Michael J. Cahill; secretary, Christopher Daniels; treasurer, George E. Stone; business agent, James H. Coleman.

**Div. No. 620, Framingham, Mass.**

President and business agent, W. C. Wright; recording secretary, Francis Fletcher; financial secretary, R. E. J. Feeley; treasurer, Alfred Neale.

**Div. No. 622, Peterboro, Ont.**

President, James F. Collins; recording secretary, Joseph C. Drummond; financial secretary, R. C. Guthrie; treasurer, W. J. Young.

**Div. No. 623, Buffalo, N. Y.**

President, Frank O'Shea; first vice-president, George Reed; second vice-president, Frank Campbell; financial secretary, R. C. Bronson; recording secretary, Vincent Tuero; business agent, Clarence F. Conroy; warden, Bert Einstein; sentinel, W. J. Butler; conductor, C. N. Hitchcock; executive board, Frank Reilly, Wm. Kruger, J. Kulp, Fred Schultz, Wm. Moran, Frank Campbell, James Ross and Frank Seyman. Niagara Falls Branch—President, James Eastabrook; vice-president, Wm.

Gassaway; financial secretary, Raymond Cudney; recording secretary, Andrew Mans; warden, August Zabel; conductor, Fred Lewis; sentinel, Walter Wheeler; delegates to the Labor Council, Herman Schnorr, Jas. Palmerton, Sylvester Bennet, Frank O'Shea, Geo. Halm; executive board, Sylvester Bennet, Henry Ferguson, Harry Cook, Chas. Harris, Geo. Slegmann, Glenn Coulter, Robert Jodon, Wm. Gassaway, Frank Abel, Jacob Meyers, Robert Gilbert, Jas. Palmerton and Dan Baker.

**Div. No. 624, Buffalo, N. Y.**

President and business agent, Wm. Gehl; recording secretary, Joseph Kinkead; financial secretary-treasurer, M. Dockstader.

**Div. No. 627, Cincinnati, O.**

President and business agent, Albert E. Jones; recording secretary, John B. Rawlings; financial secretary, Charles Sampson; treasurer, Dan Murnahan.

**Div. No. 628, Covington, Ky.**

President and business agent, Chris Cline; recording secretary, A. T. Kettel; financial secretary, C. A. Cummings; treasurer, John Gaynor.

**Div. No. 637, Huntington, W. Va.**

President, A. J. Baker; vice-president, Jeff Ray; recording secretary, A. R. Dick; financial secretary and treasurer, E. M. Fizer; corresponding secretary, O. O. Wright; warden, B. E. Clonch; conductor, C. J. Phipps; sentinel, D. B. Schumaker.

**Div. No. 638, Cedar Rapids, Ia.**

President, Jos. Kintz; vice-president, John Christopher; recording and financial secretary, O. W. Rush; treasurer, John Kitterman; correspondent, W. C. Siechert; executive board, John Christopher, Al Kahler, W. H. Lewis and T. A. Rude; delegates to Central Body, Jos. Kintz, H. G. Franker, F. M. Belknap, J. S. Wentworth and W. C. Siechert; entertainment committee, R. R. Walter, H. G. Franks and Frank Kritz.

**Div. No. 641, Shamokin, Pa.**

President, David M. Eriery; recording secretary and business agent, Raymond A. Herb; financial secretary-treasurer, George W. Renn, Jr.

**Div. No. 645, Indianapolis, Ind.**

President, Albert H. Brown; recording secretary, Ralph W. Belch; financial secretary-treasurer and business agent, Wm. F. White.

**Div. No. 651, Billings, Mont.**

President, W. B. Miller; secretary-treasurer, A. E. Melick.

**Div. No. 652, Brookfield, Mass.**

President, Chas. B. Rice; vice-president, Jno. G. McNamara; treasurer, Everett L. Nutter; financial secretary, Henry J. Harper; recording secretary, Jno. G. McNamara; sentinel, Wm. Durkin; conductor, Wm. Steele; warden, Jos. Derosa; correspondent, Jno. G. McNamara; executive board, Henry J. Harper, Everett L. Nutter, A. W. Walker, Leon N. Moreau and Omar H. Green.

**Div. No. 654, Hubbard, O.**

President, Fred W. Speyer; recording secretary, George E. Foreman; financial secretary, James A. Neal; treasurer, John A. Fink.

**Div. No. 655, Noranton, Pa.**

President W. T. McNulty; recording secretary, Norman Quinn; financial secretary-treasurer, H. N. Boone; business agent, John T. McGrath.

**Div. No. 657, Charleroi, Pa.**

President, Robert Callahan; recording secretary and business agent, Thomas J. Sims; financial secretary-treasurer, George T. Munro.

**Div. No. 660, Centuria, Ill.**

President, Louis Heede; recording secretary and treasurer, F. J. Greear; financial secretary, D. W. McCann; business agent, Andrew Swan.

## Div. No. 662, Pueblo, Col.

President, Chas. G. Easterly; vice-president, Chris A. Foster; recording secretary, Newton E. Allen; financial secretary-treasurer, O. S. Reeves; correspondent, D. A. Spencer; conductor, G. W. Hough; warden, R. F. Daniels; sentinel, John Tulley; executive board, C. G. Easterly, Thos. W. Lind, James W. Biggs, T. L. McMillan, Wm. H. Schurtz; delegates to the Trades Assembly, Jas. W. Biggs, Wm. E. York and R. E. Stahlnecker.

## Div. No. 663, St. John, N. B.

President, Charles B. McLean; recording secretary, Albert E. Vowles; financial secretary-treasurer, F. A. Hamilton.

## Div. No. 664, Great Falls, Mont.

President, John T. Earl; recording secretary, William Perkins; financial secretary-treasurer, O. F. Stafford.

## Div. No. 669, Auburn, N. Y.

President, Henry J. Barrett; recording secretary, E. J. Wiley; financial secretary, Stephen Norris; treasurer, Wilton Cox.

## Div. No. 674, Fort Smith, Ark.

President, D. C. Davies; recording secretary, S. L. Baker; financial secretary-treasurer and business agent, J. W. Heinrichs.

## DIVISION 553 TO THE FRONT.

**Schenectady, N. Y.**—Div. No. 553 elected officers for 1916, Dec. 6. Officers elected were: President, J. F. Mayer; vice president, C. Knowlton; financial secretary-treasurer, J. D. Wright; recording secretary, J. H. Hare; warden, J. F. Hines; sentinel, H. McCoy; collector, J. F. Mayer; correspondent, F. C. Brown; conductor, C. Schultz; executive board, J. F. Mayer, W. J. Manning, G. G. Hogan, C. Knowlton, J. N. Hare and Ed. Allen.

Motor No. 5, after being newly painted and remodeled, has been returned to the charge of Brother J. G. Nerling, much to his satisfaction.

Brother C. Schultz, commonly called around here "The Kaiser," has decided to remain on the old job with the General Electric Works in preference to returning to the old German colors.

Brother J. N. Hare has returned to work after recovering from two serious operations.

Brother C. Blibben sustained a painful accident recently in which his finger was crushed. He is recovering.

## CHARLESTON, S. C., AGREEMENT.

Memorandum of agreement entered into on this fourteenth day of November, 1914, by and between The Charleston Consolidated Railway and Lighting Company, Charleston, S. C., their successors, lessees or assigns, party of the first part, hereinafter known as the "Company," and the Amalgamated Association of Street and Electric Railway Employees of America, Division No. 610, party of the second part, hereinafter known as the "Association."

1. That all business shall be transacted by the properly accredited officers and representatives of the "Company" and the properly accredited officers and committees of the "Association."

2. That a day's work for regular men shall be completed in nine (9) hours, as near as practicable, with a maximum of ten (10) hours, and a minimum of eight and one-half (8½) hours, being one shift per day, except on holidays and extras running trippers.

3. No man assigned to run shall be paid less than nine (9) hours per day.

4. That the scale of wages to all motormen and conductors be as follows:

	Per hour
Extra men .....	17c
All men assigned to regular runs .....	19c
All men in service for two years .....	20c
All men in service four years, or over .....	21c

All extra men shall be guaranteed \$10.50 per week provided they report for duty according to the regulations established by the Company.

5. That all motormen and conductors shall receive time and half for all overtime work, that is, when they are compelled to work over their regular runs.

6. That Company will equip double truck air brake cars with stools, and one single truck car on each line, assigning certain zones where stools could be used, and if after given a fair trial, in the opinion of the Company, it does not increase the liability of the Company, Company would then equip all single truck cars with stools for motormen and conductors.

7. That the Company will furnish free transportation for all motormen and conductors in the form of a button with conductor's and motorman's number on same, which will entitle them to ride free, when off duty.

8. That any employee suspended, but, upon investigation, found not guilty of charge for which said employee was suspended, shall be re-instated to his former position and paid the wages he would have earned during such suspension.

9. That motormen and conductors shall be permitted to purchase their own uniforms in the open market; the Railway Company prescribing the style of such uniform and the color and such general character of the material to be used, but the Company will not assume any responsibility for such purchases.

10. In case Company discharges or suspends a member of the Association, and if such member or the Association desires information concerning the reasons therefor, it shall be given them by the Company within forty-eight (48) hours after such request has been made, except in case of conductors checked short for failing to register fares as they are collected.

11. Any motorman or conductor, a member of the Association, who shall be elected to office or assigned to any duties by the Association, or International Association, which requires his temporary absence from runs, shall be granted leave of absence at any time his attention is required, without pay, and upon his return shall be entitled to his respective run or place on board.

12. That the Company will arrange to receive all conductors' supplies, change and cash returns from early run men, at Waiting Room, Meeting and Columbus streets, within one hour after relief is made, and furnish all late run men, known as 12 to 12, with change bags and supplies at car shed.

13. The Company reserves to itself the right to employ both members of the Association, and also those who are not members of the Association. However, if a motorman or conductor is dismissed from the Association, the Company, upon notification of the fact, will drop him from its service. If a motorman or conductor be dropped from the service by the Company, the President of the Association shall have the right to appeal to the Superintendent of the Company, and if the Superintendent of the Company is convinced of the innocence of the motorman or conductor, as the case may be, he will be reinstated to his former position.

14. There shall be placed in the office of the Car House an open book in which the men can register for any particular day or days on which they want to get off, and the men so registering for any particular day or days shall have first preference, except in cases of members of committees or other officers of the Association wanting to get off on business of the Association, they shall have first preference over all, except during the months of June, July and August, and in case of emergency. Persons so registering must sign in ink; otherwise they lose their turn. Said book to be dated seven days ahead, that is men to have the privilege of asking off seven days ahead of any day they desire to be off, and

man will be allowed off more than one Sunday in three consecutive Sundays, providing there are other men who want to get off. Employees appointed as collectors of dues shall be marked off by the Dispatcher on pay days.

15. Extra men filling last half of split or 12 or 12, making trip after 11 p. m., will not be required to report early following morning. All men report ten minutes before leaving times on early morning trip; and first in on extra list, first out next day, provided all extra men have been out.

16. In case a run becomes vacant, the first extra man entitled to a regular run shall take the same and hold it until the list is changed, and where known that a regular man will be off through sickness or otherwise, for a period of seven (7) days or more, the first extra man entitled to a regular run shall take and hold said run for seven (7) days, all extras alternating on open runs caused by sickness or leave of absence not to exceed seven (7) days.

17. All cars filling regular schedule shall be assigned to regular men.

18. Whenever a motorman or conductor reports to barn foreman for repairs to brakes or other necessities, if not promptly attended to then, a report to the Superintendent will be made by said motorman or conductor, and the motorman or conductor will not be held responsible for any accident or other trouble that might occur from such cause or causes after such reports are made, provided accident is due to said defect.

19. When an employee has had an accident or other trouble, which requires him to make out an accident report, and if he is called to the Claim Department for additional report, he shall be paid for such time at his regular rate of wages, or if any man is required to attend courts or inquests, or to hunt up additional evidence, he shall be paid for all time lost, at his regular rate of wages.

20. Division No. 610 Amalgamated Association of Street and Electric Railway Employees of America, shall maintain the privilege of placing in the men's rooms at the Car Barns, or reporting places, a bulletin box where notices of the Association can be posted.

21. When an employee is marked up for a regular run and he reports on time and through no fault of his there is no car for him to work, he shall receive not less than three hours time for making each report. And should he work a portion of his run and have no car to complete it, he shall be paid for all time that he may be required to stay at the barn waiting for another car, or should he be sent home because of lack of car and somebody else be given the rest of his run he shall be paid for his full time just as though he had worked.

22. In the assignment of runs, men shall be given the privilege of choosing same in accordance with their seniority rights, and based upon their continuous age in the service

of the Company. The oldest man in the service on each side (Motorman and Conductor) shall be given first choice of runs and so on down throughout the entire list.

The Superintendent at car shed shall place at least four days ahead of each fourth month, a list showing the run numbers, the hours and minutes each run works and the start and finish of each run. Also the lines the runs are scheduled on. Also a list of names shall be placed with the oldest man in service and so on down in rotation through the entire list.

Each man starting with the oldest man down will mark himself up on the run on list (regardless of route or kind of run) he prefers to work. This shall continue until all runs are picked. No man will mark himself up on a run until the man ahead of him in seniority has signed up.

The Superintendent reserves the right to change any conductor or motorman who he finds not competent or suited to fill a run assigned him to another run.

23. All differences shall be submitted to the Superintendent of the Company or other officers designated by the Company, by the properly accredited committee of the Association, and if an agreement cannot be reached, the entire matter shall be submitted to the General Manager of the Company, provided, that all matters in regard to wages, hours of service and such other matters as affect the organization to arbitration; and, further, that if any motorman or conductor be discharged from the service of the Company or discriminated against on account of his Union affiliation to submit such to arbitration; said Board of arbitration to consist of one man to be named by the Company; one by the Association and the two thus chosen shall name a third arbitrator, provided the first two fail to agree. Either side failing to name its arbitrator within five days, forfeits its case. Each party should bear the expense of its own arbitrator; the expense of the third arbitrator shall be borne equally by parties hereto.

24. That all double truck cars be equipped with sand boxes.

25. That both parties mutually agree to abide by provisions of this contract from November 16, 1914, to November 16, 1915, inclusive, and from year to year thereafter, unless mutually changed by the parties hereto. Either party desiring a change in any section or sections, shall notify the other party in writing thirty (30) days before the expiration of this agreement.

P. A. GADSEN, President.

For the Charleston Consolidated Railway and Lighting Co.

S. D. REVELL,  
P. A. McBRIDE,  
J. P. GRAHAM,  
M. Y. FOOSHE,  
E. O. DILLOSHAW,

Committee for Div. No. 610, A. A. of S. & E.  
R. E. of A., Charleston, S. C.

Witness:

A. C. THOMPSON.

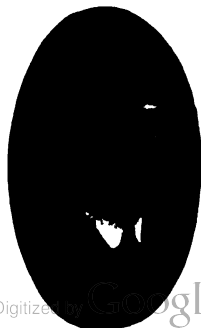
*Every Piece Bears the Union Label*

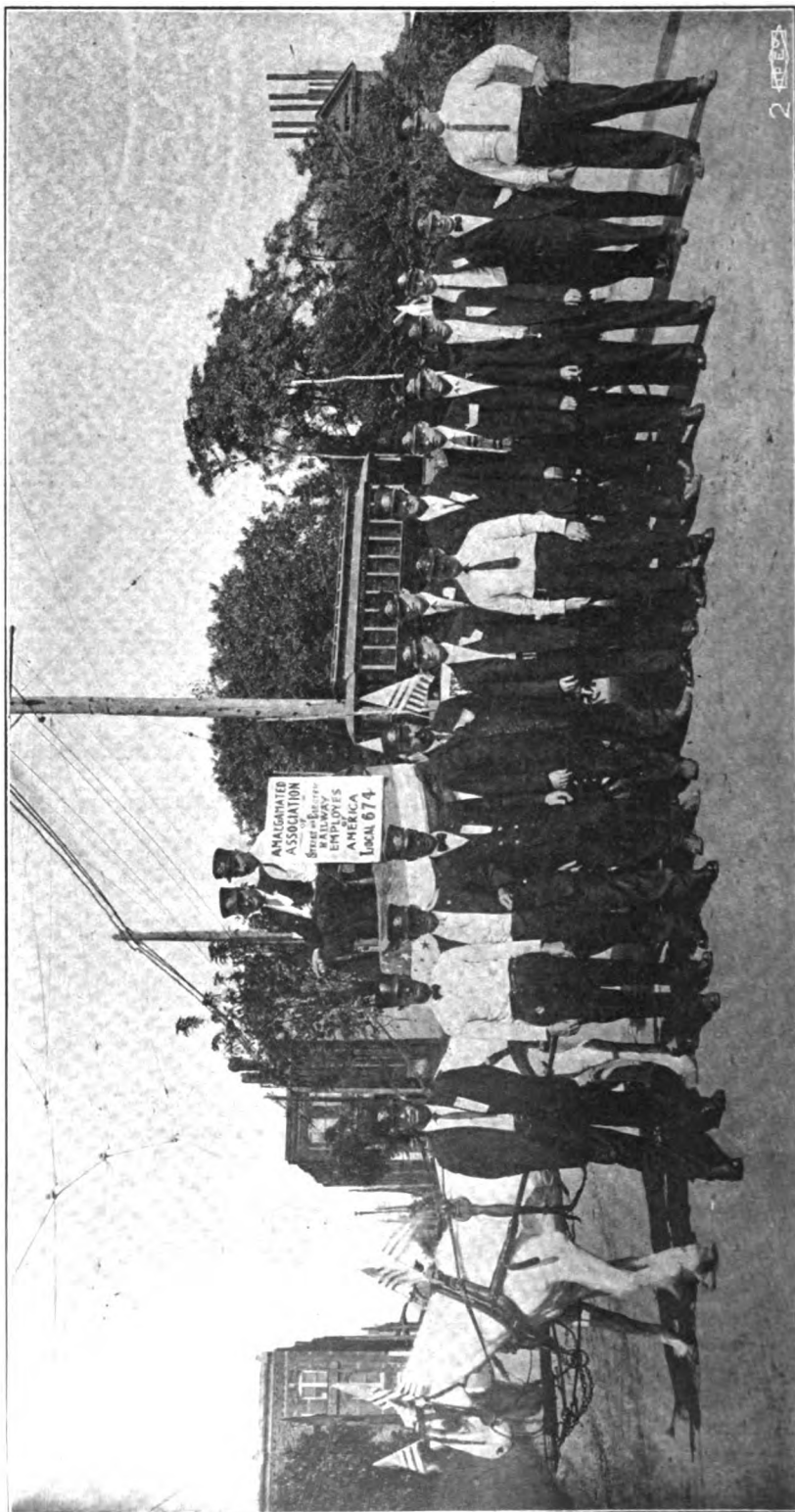
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a suit made by Tom Wier*

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Members of Div. No. 674, Fort Smith, Ark., as they appeared preparatory to entering the Labor Day Parade, September 6, 1915.





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Vol. 24  
No. 1

DECEMBER



# *The* Motorman *and* Conductor







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# The Motorman and Conductor

VOL. XXIII

DETROIT, MICHIGAN, SEPTEMBER, 1915

No. 10



## WHERE THE FOURTEENTH CONVENTION WAS HELD.

Above is a representation of the Rochester Convention Hall where the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America was held. The Rochester Convention Hall is owned and operated by the City of Rochester. It is a commodious property taking in an entire square. The streets appearing in the picture are Monroe and South Clinton on the east and north sides of the property. The building embraces three spacious halls, one being an immense auditorium. The halls are connected by folding doors, making a convenience in cases of concerts for thousands of people. There are various convenient small halls and committee rooms. The Amalgamated Association convention was held in the central part of the building, having a seating capacity of some 3,000 and a large gallery seating convenience. The structure and its construction as a city property had its inception in the mind of Hon. Hiram Edgerton, who has served the city as mayor for several years. The building is well apportioned for Rochester, which has taken upon itself the purpose to establish a reputation as a convention city. Really no city is more favored from transportation convenience and location as a convention city than Rochester. It is in the forefront in this respect among the cities of the United States and vastly more advantageous than most of them. The city administration under the executive leadership of Hon. Hiram H. Edgerton during the years of his administration has made Rochester most beautiful and entrancing. As the mayor said in his address of welcome to the Amalgamated Association Convention, the city has well won its appropriate title "The Flower City."

# Fourteenth Convention Proceedings

## Official Report of the proceedings of the 14th Convention

of the

### Amalgamated Association of Street and Electric Railway Employees of America

Held at Rochester, N. Y., September 13th to 20th, 1915, inclusive.

The Fourteenth Convention of the A. A. of S. and E. R. E. of A. was called to order in informal session in convention hall, Rochester, at 10:07 o'clock a. m., Monday, September 13, 1915, by Delegate J. J. O'Dea, President of Division No. 282, as temporary chairman.

The delegates and convention attendants moved to the hall in parade, led by Hebing's band. As the delegates entered the hall the band played "The Stars and Stripes."

Chairman O'Dea, upon calling the convention to order, on behalf of Div. No. 282, extended to the delegates and visitors a hearty welcome, and assured them that the Rochester local would do all in her power to make the convention a success.

In part, Chairman O'Dea said: "It has been the desire of the members of Div. No. 282 to make your visit to our city one that you will always remember. If we fail, I assure you it will be through no lack of concern in your interest on our part. Our committees are at your disposal during this convention. Our Ladies' Committee has arranged a short program for entertainment of the visiting ladies. They will take care of them during the time we are in session."

"Our Committee on Arrangements will be at Room 223, Eggleston Hotel, during the entire convention. If anything is wrong, if your accommodations do not prove satisfactory, advise the committee, who will be only too pleased to assist you."

"It is our wish that your stay here will be one of great pleasure. You have seen some of our beautiful parks. I ask you before you leave to try to see all of our parks. We believe that if you do, you will agree that we have one of the finest city governments in the country. We have with us today the head of our city government, the Honorable Mayor of Rochester, whom I now take great pleasure in introducing to you."

At this point a delegation of the members of the Rochester local entered the hall bearing a beautiful floral horseshoe tribute, which they placed upon the platform.

The Chair introduced Hon. Hiram H. Edgerton, Mayor of Rochester.

#### Mayor Edgerton's Address.

Upon being introduced by Chairman O'Dea, His Honor, Mayor Hiram H. Edgerton, addressed the convention, in part, as follows:

"Mr. Chairman, visiting delegates, ladies and gentlemen: It has been my pleasure during the last few years to upon many occasions extend the greetings of my fellow citizens to visiting delegations and conventions of all kinds. This morning it gives me great pleasure to extend to you most cordial greetings and the right hand of fellowship. It is the men and women of whom you are representative who make our city great and who have made it beautiful."

"Ours is a city of homes, of flowers and of happy and contented people. Ours is a city of great industry, in which no special or particular industry overshadows the others. Some of them are the largest of their kind in the world. We have no industries that require a large amount of unskilled labor, but our 1,600 and more factories require a great amount of skilled labor. One of our slogans is that 'Rochester Means Quality.' There are no cheap goods made in Rochester. That speaks for the intelligence of our citizenship and for the beauty and grandeur of our city."

"In early days our greatest and most general industry was the manufacture of flour. We were then called 'The Flour City.' Years went by and other industries sprang up. Prominent among them is our great nursery industry. We then changed the spelling, but not the pronunciation. We are now known as, and call ourselves 'The Flower City.'"

"It is a special pleasure to me this morning to invite you, during your stay with us, to visit all of our parks and all of our great industries. Our parks are in a system that encircles the city. Four or five are very large. One of the smallest of the large parks is Highland Park, and in it is very probably the finest arboretum in America, exceeded in size only by that of Boston. We have flowers there from the time the snow leaves in the spring until the frozen fall. We have there 300 varieties of lilacs and in the spring we have 'Lilac Day.'"

Fifty thousand people have visited the park on that day and not a leaf or flower was disturbed or broken off. We have there 300 varieties of trees.

"We are glad you are here and hope your convention will not only be beneficial to your members, but will be a pleasant one to you. So far as it is possible for me to do so, I extend to you the freedom of our entire city. If there is anything you want, ask me for it and if it is here I will send it to you.

"This greeting this morning is a little more cordial than usual. I like your kind of people. I see here in this convention faces of men and women of the kind who have made Rochester great. This higher citizenship we have here in Rochester requires an entirely different kind of government than many cities have. I believe most cities get the kind of government they want. In Rochester our people want parks and playgrounds and recreation, and they are getting them. We maintain a municipal band which gives a concert every day during the summer season. On Sunday afternoons in winter this building is filled to overflowing in attendance at the band concerts. I have seen 2,000 people standing in the street who could not get in here. This has been established during my administration and has been a perfect success.

"Again I say to you that you are most welcome. We want you to carry home with you when you leave this city a feeling that you would like to come back here."

Music by the band, "The Little House on the Hill."

#### **Address of President Emanuel Koveleski of the Central Trades and Labor Council.**

At the close of the address of Mayor Edgerton, Chairman O'Dea introduced to the convention President Emanuel Koveleski of the Central Trades and Labor Council of Rochester, who, on behalf of the organized wage earners of Rochester, extended to the convention a hearty welcome. In part President Koveleski's address was as follows: "Brother Chairman, Ladies and Gentlemen and Fellow Delegates: Your Chairman, in introducing me, has told you that we have live organizations here in Rochester. I am proud to advise you that we are 92 per cent organized. We have some organizations, for instance you own, that are 100 per cent organized. That was not all brought about by the organized workers alone. Our mayor, to whom you have just listened, is one of the largest contractors in the city. He was the first man to help us inaugurate the eight-hour day in Rochester. At one time we had no organized electrical workers. We got a few organized, a strike started, and, through the efforts of our mayor, the inside electrical workers of this city now have a 100 per cent organization.

"On behalf of the labor movement in general I wish to extend to you fraternal greetings. The committee has made elaborate preparations to entertain you, and after your deliberations for the day are over we will take care of you during the evenings. The united wish of organized labor of Rochester is that your deliberations in our city may be most harmonious, and when you leave our city and go to your homes you will carry with you nothing but pleasant recollections."

Music by the band, "Songs of All Nations."

#### **Response by President W. D. Mahon.**

Chairman O'Dea, in words well chosen, introduced to the convention President W. D. Mahon.

As Chairman O'Dea introduced the International President a beautiful life-sized oil portrait of the President was unveiled in the rear of the speakers' stand, which was followed by a long and tumultuous ovation.

President Mahon, on behalf of the delegates and convention visitors, responded to the hearty welcome extended. In thanking the people represented by the previous speakers, President Mahon in part, said:

"Brother Chairman, Mr. Mayor and the representative of the central body: On behalf of the delegates and friends of the Amalgamated Association in attendance at this convention, I wish to assure you that your kind welcome and reception here this morning is appreciated more than words can express. I know that what the local president has said to us this morning comes as the expression of the sentiment of his organization. It has been my pleasure as International President to come directly in contact with this local union almost since its inception; and I know of no more loyal body of men within the Amalgamated Association than the members of the Rochester local. Reflecting the conservative spirit of this great city they have done much, not only to build up their own conditions within the city, but in extending the organization throughout Western New York and the border states.

"At one time this local was the only bright light of the Association in Western New York. There was antagonism to this organization everywhere, but through the determined spirit of the men of Rochester and their conservative policy they established a reputation for the Amalgamated Association through which, more than through any other force, the organization was extended to other cities and systems of the western part of this great state. I appreciate it, and in the name of the Association thank them for their kind welcome.

"To the Mayor of this municipality let me say that those of this convention appreciate his kind words of welcome. From his reputation we know that they are not merely the welcoming words of a politician, but that it is an expression of the heart. He is



a large employer of labor. He knows what it is to deal with labor. He knows the conditions of workingmen, having come in contact with them all his life, and his reputation is that of a man who intends to treat fairly and recognize the rights of his employees. We appreciate that fact and we sincerely appreciate the welcome as coming from a man like the Mayor of Rochester.

"Not always have we been welcomed by mayors when we go to various towns. About the only time we get a welcome from municipal officials is about campaign time, just prior to an election. At other times they prefer not to see us; they appear afraid we might make some trouble in getting better wages and improved working conditions.

"My memory now goes back to the last convention held by this Association in the State of New York. There are but four men in this convention today that attended that one. It was in the early days of our organization. Neither the mayor of the city or any of the city officials extended to us a welcome. Mr. Murphy, president of the central labor body of Buffalo, was the only man who appeared to extend to us a welcome. The company, however, was very much concerned in our welfare. The company had about fifty detectives watching us to see that we did not come in contact with or speak to the street railway men of that city. That was the class of welcome we received in Buffalo in May, 1901.

"There is a great change in the sentiment of cities towards us. Today we are escorted through the streets, led by a band, somewhat on the order of the old Romans returning from their battles. That speaks volumes. It tells more than I could say of the standing of our organization.

"The organization today is prosperous. Through the past term, amidst financial difficulties brought on by the European war and other influences, this organization has prospered. Its progress has not been due to any political force or government, but to the acts and work of the membership that makes up this great organization. It is due to the good judgment by the membership in directing the forces and carrying on the work. The members of this organization have reason for mutual congratulation, for it stands equal to any in America in the way of success and far ahead of many of them.

"Let me say to President Koveleski of the Trades and Labor Council, that we appreciate his expressions of interest and good will. It has been demonstrated in times gone by that behind us and working with us were the organized men and women of Rochester, and we appreciate his kind welcome. Brother O'Dea says President Koveleski is a live wire. Let me say that he has not only assisted us on all occasions when we have come here and wanted assistance, but he has worked tirelessly with the committee arranging for this conven-

tion. He is familiar with everything and has overlooked no detail for our entertainment while in Rochester. So I not only want to thank the Central Trades and Labor Council, but I wish to deliver to him in person the thanks of this convention for the work he has done in behalf of our Association.

"The beautiful floral piece that has been presented here this morning I accept, not as a tribute to myself, but as a tribute to our grand old Amalgamated Association. I take it as a tribute to our work in the past—to our work in the trenches, if you please, before we got here—and I assure you that we appreciate it and will always hold it in fond remembrance of this great city.

"Just a word for Rochester. It has been my pleasure to come here off and on for many years. I will not say how many, as there are ladies present and I do not wish to betray my age. I have watched the growth of this city for years. It has been wonderful and has become one of the most beautiful cities in the world. The people of this city have given study to civic life and beauty. They call it 'The Flower City of America,' and the city is surely entitled to the credit the name conveys. Whether it will ever become the largest city in America or not, it is today one of the most beautiful, one of the cleanest and one of the best administered."

Music by the band, "Hail to the Chief."

#### President W. D. Mahon in the Chair.

At 10:30 o'clock, President W. D. Mahon declared the Fourteenth Bi-ennial Convention formally opened, and assumed his duties as permanent chairman of the convention.

President Koveleski of the Rochester Central Trades and Labor Council, on behalf of organized labor of Rochester, presented to President Mahon a handsome gavel.

The Chair appointed E. M. Dissette, Division No. 282, Rochester, N. Y., sergeant-at-arms for the gallery.

The Chair appointed General Executive Board Member R. L. Reeves, Division No. 85, Pittsburgh, Pa., temporary secretary of the convention.

The Chair announced that the gallery would be reserved for members of families of the delegates visiting the convention, and for visiting members of the organization, and the lower floor would be reserved exclusively for delegates and officers.

#### Committee on Credentials.

The Chair announced the appointment as the Committee on Credentials delegates Wm. F. Ebner, Division No. 282, Rochester, N. Y.; Thomas Daley, Division No. 26, Detroit, Mich.; P. J. Ward, Division No. 85, Pittsburgh, Pa.; Joseph Tomkins, Division No. 118, Toronto, Ont.; N. H. Robotham, Division No. 192, Oakland, Cal.; Peter Hines, Division No. 194, New Orleans, La.; Mathias C. Petersen, Division No. 241, Chicago, Ill.; Alexander Blewett, Division No. 381, Butte, Montana; Edward J. O'Rourke, Division No. 589, Boston, Mass.

The Chair instructed the delegates to deposit their credentials with the Credential Committee as soon as possible, and directed those failing to bring his original credential, the duplicate in the hands of the secretary would be presented to the committee and the delegate indentified. He also requested the vice-presidents who are not regularly elected delegates to present their cards to the committee so a record can be kept, and requested the delegates to present the names of all visitors and members of their families accompanying them in order that a list can be prepared for all entertainments provided by the Committee on Arrangements; that delegates' badges would be distributed when the credential list was read, and guest badges could be secured from the Local Committee on Arrangements.

The Chair announced that through the kindness of the railway company delegates and guests wearing the guest badge given out by the Reception Committee of Division No. 282, will be permitted to ride free upon the cars.

The Chair announced that no further business of the convention would be transacted until the report of the Credentials Committee could be received and that a motion to adjourn was in order.

Moved by Delegate William Taber, Division No. 241, and seconded by Delegate Frank O'Shea, Division No. 623, Buffalo, N. Y., that the convention adjourn to three o'clock p. m., to allow the Credentials Committee to prepare their report for presentation. Carried.

In accordance with the motion to adjourn, adjournment was taken as the band played, "The Star Spangled Banner," at 11 o'clock a. m.

W. D. MAHON, Chairman,  
Per R. L. REEVES, Secy.

#### AFTERNOON SESSION.

The convention was called to order in afternoon session at 3 o'clock p. m., Monday, September 18th, International President W. D. Mahon in the chair.

The Chair declared in order a report from the Committee on Credentials, by Committee's Secretary N. H. Robotham, reported as follows:

#### Report of Credential Committee.

Rochester, N. Y., Sept. 13, 1915.  
To the Officers and Delegates of the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America:

We, your Committee on Credentials, beg leave to report as follows:

We find the following delegates and officers present, who under the laws of our Association are entitled to seats in this Convention:

Number of delegates, 228; number of officers, 14.

#### Delegates.

Division No. 22, Worcester, Mass.—Richard B. Toner, John P. Broderick, Peter J. Rooney, Michael J. McKenna.

Division No. 26, Detroit, Mich.—Stanley

Anderson, Carey D. Ferguson, Abe Goldwater, John McGregor, Thomas Daley, Grover Phillips, John T. Brannigan, Archie D. Black.

Division No. 52, East Liverpool, Ohio—Wm. B. Nicholson.

Division No. 85, Pittsburgh, Pa.—Joseph Thomas, E. B. Schafer, P. J. McGrath, Geo. McNamara, A. F. Deem, Wm. Gleeson, Fred Schaffer, P. J. Ward, John Turner, Peter Young.

Division No. 89, New Castle, Pa.—C. C. Coulthard.

Division No. 98, Akron, Ohio—A. L. Parr.

Division No. 99, Winnipeg, Man.—H. A. Southall, A. Scoble.

Division No. 103, Wheeling, West Va.—John N. Furbee.

Division No. 107, Hamilton, Ont.—Edward Batt.

Division No. 111, Ypsilanti, Mich.—Fred Hamlin.

Division No. 113, Toronto, Ont.—Joseph Tomkins, L. O'Connell, Wm. Watson, Geo. Potts, W. D. Robbins, John Coles, A. Conn.

Division No. 114, Youngstown, Ohio.—L. S. Sherman.

Division No. 125, East St. Louis, Ill.—Geo. W. Cross.

Division No. 128, Asheville, N. C.—Z. C. Fisher.

Division No. 132, Troy, N. Y.—Andrew F. Buskin.

Division No. 164, Wilkes-Barre, Pa.—Thomas H. Hatch.

Division No. 168, Scranton, Pa.—M. H. Kernan, John T. McGrath.

Division No. 174, Fall River, Mass.—Wm. Keating.

Division No. 176, Sharon, Pa.—Chas. Sines.

Division No. 192, Oakland, Cal.—E. L. Goodwin, N. H. Robotham.

Division No. 194, New Orleans, La.—Jos. C. Barbara, Peter Hines, Louis Rey, James Rodgers, Ed. J. Schaff, J. A. Tracy.

Division No. 215, Wheaton, Ill.—R. H. Robison.

Division No. 228, Joliet, Ill.—Angus Sykes.

Division No. 235, Brockton, Mass.—P. F. Sheehan, F. C. Kimball.

Division No. 238, Lynn, Mass.—F. A. Walsh.

Division No. 240, Chelsea, Mass.—James M. O'Brien, Thomas Shanley.

Division No. 241, Chicago, Ill.—Robert Barber, Thomas J. Brosnan, Myles P. Callahan, Jeremiah Dinneen, John E. Doherty, Richard Dorgan, John A. Fitzgerald, John Furlong, Louis V. Jackson, John Kett, Harvey Larson, John T. Lowery, Maurice Lynch, Cornelius Mahoney, Freelin Marsh, Thomas McKiernan, John McLain, Coe W. Mills, Michael C. O'Brien, Patrick J. O'Connor, Mathias C. Petersen, Garrett Pierce, William Quinlan, David J. Reid, Joseph P. Riordan, Edward Ryan, Frank Scheidacker, John J. Schoonmaker, Edward Shanahan, Filbert J. Smith, William Sturtz, William Taber, John Toohey, James H. Winfield, Robert Woodburn, Raymond C. Wright.

Division No. 246, Salem, Mass.—Lawrence Haverty.

Division No. 249, Reading, Mass.—Alex. Smyth.

Division No. 258, Quincy, Mass.—Wm. H. Gould.

Division No. 261, Lawrence, Mass.—Harold Scott.

Division No. 262, Norwich, Conn.—Oscar L. Christianson.

Division No. 268, Cleveland, Ohio—W. M. Rea, J. W. Dundas, Warren Baker, Walter S. Stoll, Thomas H. Heidy, Geo. R. Davies, Fred Schultz.

Division No. 269, Danbury, Conn.—Samuel H. Everett.

Division No. 272, Youngstown, Ohio—H. R. Weller.

Division No. 276, Stockton, Cal.—George A. Dean.

Division No. 279, Ottawa, Ont.—William Deevey.

Division No. 280, Lowell, Mass.—Patrick J. Fell.

Division No. 281, New Haven, Conn.—Martin Breen, J. J. Looney.

Division No. 282, Rochester, N. Y.—David Achibald, John J. O'Dea, Wm. F. Ebner, John J. O'Sullivan.

Division No. 304, Glens Falls, N. Y.—Lester B. Brownell.

Division No. 308, Chicago, Ill.—Albert Dempsey, John J. Bruce, Wm. S. McClenathan, George Giellis, Wm. Mylan, George Arnold, Albert Niedbalske, Harry J. Summers, Daniel W. Slater, John P. Keane, Michael E. O'Rourke.

Division No. 318, Rock Island, Ill.—Geo. Brown.

Division No. 333, Battle Creek, Mich.—C. B. Onsted.

Division No. 343, Kalamazoo, Mich.—G. E. Bouck.

Division No. 358, Cumberland, Md.—Albert Wm. Carroll.

Division No. 362, Albion, Mich.—Ralph D. Peters.

Division No. 373, Hyde Park, Mass.—Percy A. Chamberlain.

Division No. 379, Niles, Ohio.—F. B. Corey.

Division No. 380, Elyria, Ohio.—H. A. Monger.

Division No. 381, Butte, Mont.—Alexander Blewett.

Division No. 382, Salt Lake City, Utah—Wm. H. Linck.

Division No. 416, Peoria, Ill.—Elmer Collier.

Division No. 421, Mt. Carmel, Pa.—Edward W. Young.

Division No. 425, Hartford, Conn.—Andrew Frank O'Meara, Edward P. Lawton.

Division No. 430, Mauch Chunk, Pa.—D. J. Dugan.

Division No. 441, Des Moines, Iowa—J. B. Wiley, A. G. Schenck.

Division No. 448, Springfield, Mass.—Chas. J. McMorrow, Patrick J. O'Brien, Edward A. Raleigh.

Division No. 459, Bridgeport, Conn.—Patrick J. Kelly.

Division No. 476, Norwalk, Conn.—Fred W. F. Andrews.

Division No. 477, Philadelphia, Pa.—Harry F. Flynn.

Division No. 481, Port Chester, N. Y.—Homer Phillips.

Division No. 482, New London, Conn.—Warren A. Lewis.

Division No. 490, Yonkers, N. Y.—Thomas Hushion.

Division No. 497, Pittsburg, Kansas—Wm. H. Matthews.

Division No. 498, Mt. Vernon and New Rochelle, N. Y.—John F. Hartery.

Division No. 540, Trenton, N. J.—David H. Coleman.

Division No. 542, Waterloo, N. Y.—C. E. Bloss.

Division No. 551, Lowell, Mass.—Edward Sweeney.

Division No. 558, Shreveport, La.—S. J. Allen.

Division No. 560, Saratoga Springs, N. Y.—Ward W. Harris.

Division No. 564, Trenton, N. J.—Thaddeus Burns.

Division No. 568, Erie, Pa.—Harry Solomon.

Division No. 576, Schenectady, N. Y.—Grant Wilber.

Division No. 577, Augusta, Ga.—C. McDaniel.

Division No. 580, Syracuse, N. Y.—H. A. McGonegal, Charles Knapp.

Division No. 582, Utica, N. Y.—P. T. Noon, James Largay.

Division No. 589, Boston, Mass.—Thomas G. Doyle, Thomas F. Shine, Charles F. Skelly, Charles N. Ross, Ambrose J. Pugh, Peter J. Murphy, George M. Mulvey, Jeremiah J. Crowley, Edward J. O'Rourke, Wm. F. Wallace, John E. McFarland, John H. Rudge, Lawrence J. Flynn, Lockhart W. Bailey, Wm. T. Sharp, Geo. A. McMenimen, Fayette L. Tozier, Michael J. Walsh, Morris J. Dullea, Matthew J. McLaughlin, Robert R. Glass, Matthias J. Neadale, Patrick O'Neil, Matthew J. Higgins, Timothy A. Burns, John Sheehan.

Division No. 595, Salem, N. H.—Walter C. Langmaid.

Division No. 618, Providence, R. I.—Michael J. Cahill, James H. Coleman, Benjamin R. Jepson, Chris. Daniels, Francis J. Dolan, Patrick E. Kerrigan, Welcome H. Burdick, Patrick J. McNulty.

Division No. 623, Buffalo, N. Y.—Vincent Tuero, Frank Reilley, Ralph Lincoln, Frank O'Shea, Edward Carr, Dennis Donnelly, Robert C. Bronson.

Division No. 624, Buffalo, N. Y.—Joseph Veblicher.

Division No. 627, Cincinnati, Ohio.—Charles Sampson, Albert E. Jones, Henry Brennen, John Downing, Al Haubrock.

Division No. 628, Covington, Ky.—Theo. Britenstein.

Division No. 634, Cincinnati, Ohio—W. Littel.

Division No. 641, Shamokin, Pa.—George W. Renn.

Division No. 645, Indianapolis, Ind.—Albert H. Brown, Wm. F. White.

Division No. 650, Saybrook, Conn.—Harry M. Hoyt.

Division No. 669, Auburn, N. Y.—Henry J. Barrett.

#### Officers.

International President—W. D. Mahon.  
First International Vice-President and acting as General Executive Board Member—J. J. Thorpe.

Second International Vice-President—Wm. F. Welch.

Fourth International Vice-President—Geo. Keenan.

Sixth International Vice-President—P. J. O'Brien.

Seventh International Vice-President—Wm. S. McClenathan.

International Treasurer—Rezin Orr.

Members of the General Executive Board—R. L. Reeves, Edward McMorrow, Magnus Sinclair, Wm. B. Fitzgerald, P. J. Shea, Joseph C. Colgan, J. H. Reardon.

Respectfully submitted,

WM. F. EBNER, Chairman,  
N. H. ROBOTHAM, Secretary,  
P. J. WARD,  
JOSEPH TOMKINS,  
M. C. PETERSEN,  
THOMAS DALEY,  
ALEX. BLEWETT,  
EDWARD J. O'ROURKE,  
Committee on Credentials.

Moved by Delegate Myles P. Calahan, Division No. 241, Chicago, and seconded by Delegate S. J. Allen, Division No. 558, Shreveport, La., that the report be adopted and the delegates seated. Carried.

The Chair declared in order reading of communications.

The Secretary read telegrams as follows:

"Washington, D. C., Sept. 13, 1915.

"W. D. Mahon, President,  
Amalgamated Association of Street and Electric Railway Employees of America.

"On behalf of the American Federation of Labor I extend fraternal greetings to the officers and delegates in convention assembled, and sincerely hope that the legislation enacted will prove of the highest assistance to your organization in promoting the welfare of its members and the cause of labor.

(Signed) "FRANK MORRISON,  
Secretary."

"Rogersville, Tenn., Sept. 13, 1915.

"Amalgamated Association of Street and Electric Railway Employees.

"The International Printing Pressman and Assistants' Union extends to your convention and organization well wishes for continued advancement.

(Signed) "GEORGE L. BERRY,  
President."

The Chair directed that the communications be received.

The Secretary read a communication from Lodge No. 118, Royal Order of Moose, as follows:

"Rochester, N. Y., Sept. 12, 1915.

"To the Visiting Members of the Loyal Order of Moose.

"Rochester Lodge Loyal Order of Moose extends an invitation to all Brother Moose to visit their club rooms 128 South Ave., and make same their headquarters while in Rochester. We will be pleased to meet you one and all.

"Fraternally yours in P. A. P.,  
(Signed) "FRANK G. KUNZ,  
Secretary."

The Secretary read a communication from Council No. 178, K. of C., as follows:

"Sept. 11, 1915.

"W. D. Mahon, International President Amalgamated Association Street and Electric Railway Employees of America.

"Dear Sir: In behalf of Rochester Council No. 178, Knights of Columbus, we herewith bid you welcome, and extend to each and every Knight of Columbus attending the convention an invitation to visit and make use of our rooms during their stay in Rochester. Sincerely and fraternally yours.

(Signed) "JAS. A. DUNIGAN, G. K.  
"M. D. KAVANAGH, Secy.

The Chair directed that the communications be received and requested members of the orders among the delegates to make note of the invitations.

The communications were received.

The Chair, subject to approval of the convention, appointed permanent convention officers as follows:

For convention secretary, R. L. Reeves, Division No. 85, Pittsburgh, Pa.

For permanent sergeants at arms, George A. Dean, Division No. 276, Stockton, Cal.; William F. White, Division No. 645, Indianapolis, Ind.; E. M. Dissette, Division No. 252, Rochester, N. Y.

Moved by Delegate M. C. O'Brien, Division No. 241, and seconded by Delegate William R. Nicholson, Division No. 52, that the appointments be confirmed. Carried.

#### Committee on Entertainment.

The Chair appointed as Committee on Entertainment the following delegates:

John J. O'Dea, Division No. 282, Rochester, N. Y.; John T. Brannigan, Division No. 26, Detroit, Mich.; D. J. Dugan, Division No. 430, Mauch Chunk, Pa.; H. A. McConegal, Division No. 580, Syracuse, N. Y.; W. Littel, Division No. 634, Cincinnati, Ohio; Harry M. Hoyt, Division No. 650, Saybrook, Conn.; John J. O'Sullivan, Division No. 282, Rochester, N. Y.; Jas. R. Gaffney, Division No. 282, Rochester, N. Y.; Chas. A. Herrick, Division No. 282, Rochester, N. Y.

The Chair: "In the appointment of the Committee on Entertainment I have added to this Committee the Local Committee in order that they may work in harmony and carry out the instructions of the Local Division in connection with the program of entertainment."

#### Committee on Rules and Order.

The Chair appointed as Committee on Rules and Order the following delegates:

John P. Broderick, Division No. 22, Worcester, Mass.; A. L. Parr, Division No. 98, Akron, Ohio; H. A. Southall, Division No. 99, Winnipeg, Manitoba; Edward Batt, Division No. 107, Hamilton, Ont.; Frank Zimmerman, Division No. 118, Pottsville, Pa.; Z. C. Fisher, Division No. 128, Asheville, N. C.; R. H. Robison, Division No. 215, Wheaton, Ill.; F. A. Walsh, Division No. 238, Lynn, Mass.; Jeremiah Dinneen, Division No. 241, Chicago, Ill.; Wm. H. Linck, Division No. 382, Salt Lake City, Utah; Henry J. Barrett, Division No. 669, Auburn, N. Y.

First Vice-President Thorpe in the chair.

The Chair declared in order presentation of the report of the International President.

International President W. D. Mahon proceeded with the presentation of his report as follows:

#### International President's Report.

Comrades and Delegates:

In the name of the membership of the Amalgamated Association of Street and Electric Railway Employees of America, I bid you welcome to this, our fourteenth Convention.

While it has been my pleasure to attend and participate in the work of each of these fourteen Conventions and for the last twelve of them it has been my duty as President, to extend the Association's greetings, yet at no Convention has it ever given me greater pleasure to welcome the delegates than at this one, held here in the beautiful city of Rochester. For years this city contained the only live, working Division of our Association in Western New York, and it existed in a territory and upon a system that was opposed to our Association, and, in my opinion, this Division has done more than any other force or influence to overcome this opposition and to assist in organizing and extending the jurisdiction of the Organization in this part of the State.

This Division, by its careful and conservative work, has clearly demonstrated the principles and policies of this Association. It has shown to the employing company that our Organization was a conservative, business one that contracts could be made with, and that they would be adhered to and carried out by the membership. Through the good work and example set by the loyal members of Division 282 of Rochester, we have been able to extend and organize the systems of Western New York, and today, from Buffalo on its western border to the city limits of New York City, there is an unbroken chain of Divisions covering and operating all the street and electric railways in the cities enumerated; and in the name of this loyal Division and in the name of the loyal Divisions that constitute and make up the forces of the Amalgamated Association in the great State of New York, I bid you welcome to this State and to the fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, and I feel assured that when you leave here you will carry home with you the kindest feeling and appreciation for the hospitality

and kindness shown you by your Amalgamated brothers in the Empire State.

The Constitution of this Organization provides that the International President and General Executive Board shall direct and administrate the affairs of this Association during the intervals between Conventions, and then submit a report of their work to you to review and pass upon. But that is not all that you have to consider in this Convention. The responsibility is now changed and, for the present, the welfare and future success of the Association rests upon your shoulders as delegates. It is for you now to review the past and to direct and legislate for our future success, and, at the opening of this Convention, I would appeal to you to be cautious, careful and prudent in your work as delegates, and in your legislation. View conditions as they actually exist,—not as they should be or as you would have them,—and then legislate so as to meet and deal with these actual conditions that do exist. If you will follow that policy—the policy that has been followed in the past—and so legislate as to continue the steady advancement and growth of this Association, the future will reflect the same results that the past has reflected, and as now shown by the reports that will be made to you by your officers at this Convention.

When we closed our Convention two years ago at Salt Lake City, we were full of enthusiasm and had great hopes and aspirations for the future that was before us at that time, but little did we dream of the European war coming on and the distressing industrial effects that would follow. Yet, despite all of these discouraging effects that have arisen to impede and interfere with our progress, we have gone forward, and, during the term, made advancements in the way of increasing our membership, improving our working conditions, bettering and increasing our wage, as these reports will show.

In submitting my reports of the past term I shall be as brief as possible, inasmuch as I have each six months submitted a report in detail of the work of my office to the General Executive Board and they, in turn, will submit a full report covering the work of the Association, including the President's work and their own work, to this Convention. Therefore, I will only deal with the things that are necessary for me as International President to report and bring to your attention, leaving the other matters to be reported by the General Executive Board. My report, as well as all reports submitted, will cover the official term of two years, dating from August 1, 1913, to July 31, 1915.

#### Organization

While it is impossible in a report of this kind to give any detailed account of the efforts and work that has been done to organize and extend the Association to unorganized systems of the United States and Canada, I can assure you that every

opportunity possible at the command of the Association has been taken to extend and advance the Organization. During the early part of the term we had a number of Organizers at work pushing the work of organization. When the depression which followed the European war came on we had to give up a good deal of this work, but we continued in places where the indications were good for organizing and have established a number of Divisions, as this report will show. In the promotion of the work of organization I have had the assistance of the Executive Board Members when they were not engaged in adjusting disputes and handling grievances between the organized Divisions and the employing companies.

In addition to the assistance of the Executive Board Members I have had the assistance of First Vice President J. J. Thorpe, Second Vice President Wm. F. Welch, Third Vice President A. H. Burt, Fourth Vice President George Keenan, Fifth Vice President Ben Commons, Sixth Vice President P. J. O'Brien, Seventh Vice President Wm. S. McClenathan, Eighth Vice President Ben F. Bowbeer, Ninth Vice President Jos. Gibbons, and Tenth Vice President Fred A. Hoover. Treasurer Orr has also devoted whatever time he has had to this work.

In addition to the work of the officers I have had the assistance, from time to time, of the following special Organizers: Sam Atkinson, Oscar Carstens, Ezra Day, Lee Davis, Harry Hearne, Frank Whitehouse, E. L. Jordan, Frank O'Shea, John M. Parker, Martin J. Hennessey, P. F. Sheehan, Wm. B. Nicholson, Henry Roesch, Sydney Mosher, Chas. W. Minnix, Peter Rooney, Chris. Cline, P. J. McGrath and B. Wiley.

In addition, we have had the loyal and undivided assistance of the general and local Organizers of the American Federation of Labor, and this corps of Organizers has done noble work for us in a number of cities where it was impossible for our regular or special Organizers to reach.

During the term the following charters have been granted:

Division No. 641, Shamokin, Pa.  
 Division No. 642, Indianapolis, Ind.  
 Division No. 643, Mobile, Ala.  
 Division No. 644, Knoxville, Tenn.  
 Division No. 645, Indianapolis, Ind.  
 Division No. 646, Amsterdam, N. Y.  
 Division No. 647, Richmond, Ind.  
 Division No. 648, Terre Haute, Ind.  
 Division No. 649, Fargo, N. D.  
 Division No. 650, Saybrook, Conn.  
 Division No. 651, Billings, Mont.  
 Division No. 652, Brookfield, Mass.  
 Division No. 653, Louisville, Ky.  
 Division No. 654, Hubbard, Ohio.  
 Division No. 655, Pittston, Pa.  
 Division No. 656, Wilmington, Del.  
 Division No. 657, Monessen, Pa.  
 Division No. 658, Ogdensburg, N. Y.  
 Division No. 659, Coffeyville, Kan.

Division No. 660, Centralia, Ill.  
 Division No. 661, Mason City, Ia.  
 Division No. 662, Pueblo, Colo.  
 Division No. 663, St. John, N. B.  
 Division No. 664, Great Falls, Mont.  
 Division No. 665, Niagara Falls, Ont.  
 Division No. 666, Salt Lake City, Utah.  
 Division No. 667, Monroe, La.  
 Division No. 668, Baltimore, Md.  
 Division No. 669, Auburn, N. Y.  
 Division No. 670, Vincennes, Ind.  
 Division No. 671, Milford, Mass.  
 Division No. 672, Parkersburg, W. Va.  
 Division No. 673, New Bedford, Mass.  
 Division No. 674, Fort Smith, Ark.  
 Division No. 675, Amarillo, Tex.  
 Division No. 676, Seattle, Wash.  
 Division No. 677, San Francisco, Cal.  
 Division No. 678, Mars, Pa.  
 Division No. 679, Dubois, Pa.  
 Division No. 680, Punxsutawney, Pa.  
 Division No. 681, Oswego, N. Y.

The following Divisions, which had disbanded and gone out of existence, were re-organized and given their old numbers:

Division No. 608, Jacksonville, Fla.  
 Division No. 631, Cincinnati, Ohio.

In carrying out the policy of this Organization and to keep our membership in as close a bond of unionism as possible, it has been our policy to unite our members, as far as possible, into one Division, especially upon systems where the men are all employed by the same company, and, during the past term, the following Divisions have been consolidated and united as follows:

Division No. 260, Chicago, Ill., consolidated with Division No. 241, Chicago, Ill.

During the past term there have been enrolled and certificates of membership granted to thirty-one thousand, eight hundred and fifty-four (31,854) members.

#### Assistance to Local Divisions

During the past term I have made every effort possible to aid and promote the work of the local divisions, assisting them at times in building up their Organizations and securing and improving their conditions; especially have I aimed to have officers visit the Divisions and assist them with their agreements and wage contentions. Owing to the limited number of officers, it has been impossible to meet all the demands as rapidly as we have been requested or as I have desired. However, I have aimed to cover every point where it was absolutely necessary, and have given the Divisions such assistance as was within the power and scope of our Organization. This work has generally been performed by officers of the Executive Board, but in addition to that I have had to call, from time to time, upon the Vice Presidents and other members of our Association, and during this term the following representatives have visited the Divisions here accredited to them:

Fred Fay has had under his advisement the affairs of the local Division at Boston, Mass., and in addition has made 46 visits

to 21 cities as follows: Waltham 2, Hyde Park, Fall River, Quincy 2, Woburn 2, Chelsea 2, Lynn, Haverhill 5, Lawrence, Lowell 2, Salem, Reading, Gloucester, Brockton, Taunton, New Bedford, Mass., 2; Nashua, N. H.; Providence, R. I., 13; Detroit, Mich., 4; Kansas City, Mo.; and Pittsburg, Kansas.

R. L. Reeves has made 41 visits to 9 cities, as follows: Salt Lake City, Utah, 2; Buffalo, N. Y.; Indianapolis, Ind., 16; Lansing 6, Jackson 11, Kalamazoo 2, Battle Creek, Mich.; Toledo, Ohio; and Washington, D. C.

Edward McMorro has worked on the various situations in Chicago and, in addition, has made 91 visits to 35 cities, as follows: Wheaton 16, Joliet 5, Marengo 2, Peoria 5, Springfield, Galesburg, East St. Louis 2, Alton, Ill.; Salt Lake City, Utah; Cedar Rapids, Oskaloosa 4, Burlington, Des Moines 2, Davenport, Iowa; Akron, Cincinnati, Ohio, 8; Lexington 2, Covington, Louisville, Ky.; Gary 8, Vincennes 2, Indianapolis 7, Crown Point, Ind., 2; Colorado Springs, Pueblo, Colo.; Butte, Helena, Mont.; St. Louis, Mo.; Augusta, Ga.; Columbia, S. C.; Oakland 2, Stockton 3, Sacramento, San Jose 2 and San Francisco, Cal.

Magnus Sinclair has made 85 visits to 44 cities, as follows: Port Arthur, London 2, Ottawa 2, St. Thomas, Niagara Falls 2, St. Catharines 2, Welland 2, Thorold 4, Port Colborne 2, Hamilton and Merriton, Ontario; Hull, Quebec; Halifax, N. S., 2; St. John, N. B., 2; Sydney, Cape Breton; Brandon, Winnipeg, Man.; Regina, Saskatoon, Moose Jaw, Sask.; Edmonton 3, Calgary 2, Lethbridge, Alta; Vancouver 2, New Westminster, B. C., 2; Detroit, Mich., 8; Salt Lake City, Utah, 2; Galesburg, Kankakee, Ill.; Pittsburg, Kansas, 3; Louisville, Ky.; Seattle, Wash.; Philadelphia, Pa., 2; Kansas City, Joplin, Mo.; Trenton, N. J.; Buffalo 6, Lewiston, Mt. Vernon 6, New York City, Yonkers 2, Auburn, Rochester 2, Syracuse 2 and Oswego, N. Y.

Richard Cornelius was confined to his home and to the Sanatorium at Belmont, California.

Wm. B. Fitzgerald has made 248 visits to 36 cities, as follows: Buffalo 14, Rensselaer 2, New York City 14, Utica 15, Schenectady 35, Glens Falls 23, Yonkers 5, Syracuse 33, Rochester 22, New Rochelle 5, Mt. Vernon 5, Albany 4, Saratoga Springs 10, Hudson 3, Niagara Falls, Canandaigua, Auburn 8, Lockport, New York; Detroit, Mich., 13; Salt Lake City, Utah; Indianapolis, Ind., 5; Toronto, Ont.; Newark, N. J.; Cincinnati, Youngstown, Cleveland, East Liverpool, Ohio, 2; Pittsburgh 4, Philadelphia 2, Tarentum 3, Beaver, Pa.; Chicago 2, East St. Louis, Ill.; Seattle, Tacoma, Wash., 6; and San Francisco, Cal.

P. J. Shea has made 150 visits to 41 cities, as follows: Philadelphia 14, Shamokin 3, Williamstown, Tarentum 4, Pittsburgh 3,

Girardville, Pittston 3, Wilkes-Barre 40, Easton, Mauch Chunk, Erie, Mahanoy City, Williamsport, Dalton, Harrisburg 2, North East, Hazleton, Pa., 18; Indianapolis 3, Peru, Ind.; Detroit, Mich., 9; Salt Lake City, Utah; Cumberland, Baltimore, Md., 3; Colorado Springs, Colo.; Amsterdam, Schenectady, Binghamton 3, Fredonia, Elmira, Buffalo, N. Y.; Trenton 6, Atlantic City, N. J., 2; Roanoke, Va.; Wilmington, Del.; Cleveland 4, Youngstown, Cincinnati 2, Steubenville, Columbus, Ohio; Columbia 2, Charleston, S. C.; Washington, D. C.; Augusta, Ga.; Brockton, Mass., 2; and Fort Wayne, Ind.

J. C. Colgan has made 93 visits to 43 cities, as follows: Marion 4, Herron 4, Alton 4, East St. Louis 2, Kankakee 5, Galesburg, Fordville, Carterville, Kewanee, Centralia 2, Marengo, Rockport, Ill.; Detroit, Mich., 3; Salt Lake City, Utah; Indianapolis 11, Terre Haute 7, Lebanon, Tipton, Crown Point 2, Gary 5, Vincennes, Ind.; Fort Smith, Ark., 3; St. Louis, Mo.; Cincinnati, East Liverpool, Elyria 3, Amherst, Galion, Akron, Cleveland, Ohio, 4; Huntington 2, Parkersburg, W. Va.; Madison, Wis.; Pittsburgh, Hazleton 3, Mahanoy City, Scranton, Girardville, Pa., 3; Ottumwa, Oskaloosa, Iowa; Kansas City, Kans.; Columbia, S. C.; and Buffalo, N. Y.

J. H. Reardon has made 208 visits to 43 cities, as follows: Springfield 23, Framingham 3, Pittsfield 3, Northampton 29, Lawrence 2, Chelsea 4, Holyoke 24, Lowell 2, Boston 24, Marblehead, Brookfield 2, Ware, Lynn, Waltham, Fall River, New Bedford 3, Milford 3, Fitchburg, Mass.; Detroit, Mich., 3; Salt Lake City, Utah; Chicago, Ill.; Wheeling, W. Va., 2; East Liverpool, Ohio; New Haven 8, Hartford 2, Norwich 5, Waterbury 4, New London, Conn., 3; Montpelier 3, Barre, Vt., 2; Providence, R. I.; Buffalo 2, Glens Falls 3, Albany, N. Y., 2; Pittsburgh 14, Harrisburg, Charleroi 16, Tarentum, Uniontown, Philadelphia, Hazleton, Butler, Pa.; and Manchester, N. H.

J. J. Thorpe has made 14 visits to 8 cities, as follows: Oil City, Pa.; Alliance, Cleveland, Ohio; Chicago, Ill.; Indianapolis 2, Terre Haute 6, Peru, Ind.; and Louisville, Kentucky.

Wm. F. Welch has made 64 visits to 32 cities, as follows: Elyria, Akron 2, Canton 2, New Philadelphia, Massillon 2, Cleveland 2, Steubenville, Alliance, Ohio; Meadville, Oil City, Hazleton 5, Erie 2, Wilkes-Barre 7, Harrisburg, Pottsville, Mauch Chunk 3, Dubois 4, Franklin 4, Punxsutawney 3, Philadelphia, Pa.; Louisville, Ky., 2; Charleston, S. C.; Augusta, Atlanta, Ga.; Baltimore, Cumberland 2, Western Port 6, Frostburg, Md.; Fairmont, Parkersburg and Huntington, W. Va.

A. H. Burt made one visit to Helena, Montana.

George Keenan made 130 visits to 28 cities, as follows: Syracuse 11, Herkimer, Utica 4, Glens Falls 2, Albany 3, Auburn



10, Oswego 9, Schenectady, N. Y., 2; Coffeyville, Parsons 4, Independence, 36, Cherryvale, Pittsburg 4, Kansas City 2, Fort Scott 5, Scammon 8, Girard 4, Leavenworth, Kansas; Fort Smith, Ark.; Knoxville, Tenn.; Columbus, Ohio; Detroit, Mich.; Bartlesville, Okla., 2; Trenton, N. J.; Joplin, Mo., 11; Wheeling, W. Va.; Springfield and Harrisburg, Ill.

Ben Commons has made 15 visits to 5 cities, as follows: Knoxville, Tenn.; El Paso, Texas; Augusta, Ga., 2; New Orleans and Baton Rouge, La., 10.

P. J. O'Brien has made 160 visits to 29 cities, as follows: New Haven 19, Hartford, Saybrook, New London 3, Danbury 14, Norwich 3, Stamford, Conn.; New York City 5, Yonkers, New Rochelle 4, Mt. Vernon 14, Port Chester, Albany 2, Troy, N. Y., 2; Pittsfield 5, North Adams, Northampton 3, Framingham, Boston 42, New Bedford 18, Worcester, Fall River, Taunton, Waltham, Woburn 4, Haverhill 5, Dedham, Mass.; Providence, R. I.; and Newark, N. J.

Wm. S. McClenathan has made 10 visits to 5 cities, as follows: North Chicago, Ravina Park, Highwood, Wheaton, Ill., 2, and Gary, Ind., 5.

Ben F. Bowbeer has made 31 visits to 10 cities, as follows: San Francisco 10, Belmont 2, Stockton 2, Fresno 2, Napa 8, Vallejo 3, Woodland, Sacramento, San Jose, Cal.; and Pittsburg, Kansas.

Jos. Gibbons has made 5 visits to 5 cities, as follows: Ottawa, Peterboro, Ont.; Winnipeg, Man.; Edmonton, Alta., and Saskatoon, Sask.

F. A. Hoover has had under his advisement the affairs of the local Divisions at Vancouver, Victoria and New Westminster, B. C., and, in addition, has made one visit to Edmonton, Alta.

Rezin Orr has made 66 visits to 25 cities, as follows: Cincinnati 5, Cleves 2, Cleveland 8, Portsmouth, Toledo 7, East Liverpool 8, Akron, Leetonia 6, Steubenville 3, Columbus, Mansfield, Ohio; Covington, Lexington, Ky.; Indianapolis, Ind., 3; Salt Lake City, Utah; Kansas City, Mo.; Erie, Pa., 3; Wichita, Kansas; Chicago, Ill., 2; Buffalo, N. Y., 2; Grand Rapids 2, Ann Arbor, Jackson, Mich.; Fort Wayne, Ind.; and Wheeling, W. Va., 3.

#### Officers' Visits to Local Divisions

In connection with the work of sending International Officers to aid and assist Local Divisions, I must call your attention to the fact that some of the Divisions are under the impression that the International Association should send officers to take up every little complaint and grievance that arises within their Local. This is a wrong idea and entirely contrary to the policies of this Association. The aim of this Organization is to organize the Local Divisions and to have them elect officers and an Executive Board from their membership to carry on and conduct the business of the Division; to adjust through conference with the officers of the

company any disputes or grievances that may arise, and, if necessary in order to satisfactorily adjust them, to arbitrate the questions in dispute.

Our policy and laws only contemplate the sending of International Officers to assist Local Divisions when conditions have got beyond the power of the Local Officers to handle and adjust. To carry out the policy now desired by some of the Local Divisions would require a change in our financial system. We would have to raise our dues and our per capita tax to meet this condition of affairs, or else go into financial bankruptcy; and I would recommend that this Convention make this fact plain to the Local Divisions; that it is the duty of their officers and committees to handle and adjust all local grievances and complaints; and I would further recommend that there be adopted and added to the By-Laws governing Local Divisions, a Section to be known as Section 10, on page 63 of the Constitution, and to read as follows:

#### Conducting the Affairs of the Division.

Section 10. The officers and Executive Board of the Local Division shall direct and handle the affairs of the Division subject to the laws and rules of this Association and in conformity with the instructions of the Division. They shall handle all grievances and complaints of their membership and take up all disputes between themselves and the company, with the proper officials of the company and seek to adjust the same. Where agreements provide for arbitration, they shall see that the arbitrators are appointed, and conduct the arbitration in accordance with the laws of the Association and the instructions of their Division. It shall be their duty to at all times report all of their acts and doings to the meetings of the Division and be subject to and carry out all the instructions of the same. International Officers will only be called for and sent to advise and assist Local Divisions when cases arise which cannot be adjusted or arbitrated by the officers and Executive Board of the Local Division, or under the provisions of Sections 107 and 108 of the General Constitution and Laws of the Association. Divisions requesting the advice and assistance of an International Officer on local disputes between their members, or on questions and grievances arising under their agreements with the company, shall write or wire full particulars of the case to the International President before an officer can or will be sent. If it is the advice of the International President that the local officers should proceed and attempt to adjust the case before an International Officer is sent, they shall carry out his instructions in regard to the same, keeping him fully informed of the situation.

#### Wages

During the past term we have made every effort possible to increase the pay of our membership with exceptionally good re-

sults when we consider the industrial conditions that have confronted us. During the two years covered by this report One Hundred and Eleven (111) Divisions have received an increase in wages and Twenty-two (22) Divisions have received the second increase of wages during the term. Of the One Hundred and Eleven (111) Divisions receiving an increase, but Five (5) of them were Canadian Divisions, while one Canadian Division has been forced to take a slight reduction. This reflects the effect of the European war on our membership in that country. The efforts of our Divisions in Canada are now to hold their present wages and to maintain their working conditions until the war is over and industrial conditions right themselves again.

I am not submitting any table of wages with this report because of the fact that I printed at the close of last year a history of the wages of this Association, giving the wage at the time the Divisions were formed and the wage prevailing at the time the report was printed and I have a copy which will be given to each delegate at this Convention. I think it best to publish a bulletin for distribution to the Local Divisions on the first of each year, giving the wage prevailing throughout the entire Association so that the Divisions will have the wages then prevailing to assist them in making their contracts during the year, and I would recommend that this Convention instruct the President to issue a bulletin to the Local Divisions on the first of January of each year giving the prevailing wage throughout the Association.

In the report of the General Executive Board there will be a tabulated table showing what the increases in wages to the Association have been for the past two (2) years and a general report upon the subject, and I will, therefore, not touch upon the wages further in my report.

#### Hours of Labor

During the past term we have continued our efforts through conference, arbitration and legislation to reduce our long hours of daily toil, and especially to reduce the long period of hours that our membership on swing and tripper runs are compelled to cover in order to complete a day's work. In many cases these men are compelled to cover a period of from sixteen (16) to eighteen (18) hours of time in a day in order to get in a work-day paying them anywhere from three (3) to nine (9) hours per day. Especially is this the condition prevailing in the larger cities and effecting anywhere from twenty (20) to sixty (60) per cent of the membership in the respective cities. To the other portion of our membership who work the straight runs we have been able to continue to improve their conditions by fixing a more reasonable hour of labor, but for this one class on the swing and tripper runs our struggle has brought but slight improvement. For instance, in Chicago, effecting the Surface

Men, we have been able to bring about some improvement. Three years ago we had a number of the swing men who had to cover eighteen (18) hours and over of time to get in their day's work. Three years ago we made an agreement with the company establishing the conditions of our runs upon a percentage basis, they agreeing to reduce and bring down the continuous hours to a lower basis, and it was agreed that not over five (5) per cent of the runs should take over sixteen (16) hours of continuous time in any one day, and that the company should continue to reduce them until they brought all of the runs within the sixteen (16) hour period. In our agreement this year covering the three years to come, it was agreed that all runs should be scheduled to be completed within sixteen (16) consecutive hours within one year from the date of signing the agreement, and that eighty (80) per cent of the runs shall be scheduled for completion within fourteen (14) hours of time, and that the company should continue and make an earnest endeavor during the life of the agreement to decrease still further the consecutive hours of all runs.

I believe that the percentage basis is the best plan in order to hold our conditions from getting worse as schedules are changed from time to time, and to put us in a position to advance the percentage from time to time. By specifying the percentage of runs in the agreement, it clearly establishes the consecutive hours in which the day's work shall be done. As I have stated, we have struggled hard during the past term in our agreement conferences with the companies, through our arbitrations, and with the legislatures of the various states, but with all of these efforts we have made but little headway in establishing the shorter hour, and in my opinion one of the reasons why we have not succeeded better in this effort is due to the indifference and opposition of our own membership. The one portion of our membership who now enjoy the regular runs and work the short work day are indifferent about the conditions of the men who do work the long hours. They seem to forget that they once were confronted with these same conditions and that it was due to the struggle of their Organization in the past that they are now enjoying the shorter hours of labor, and that to obtain these conditions men before them had to make efforts and great sacrifices in order to secure these conditions that they are now enjoying. Then, there is another class of men who are always looking for the opportunity to work long hours in order to satisfy their greed. They are willing, for the pay for a few extra hours of labor, to sacrifice the conditions of all. They don't seem to realize that men working at this nerve-racking occupation seven (7) days in the week, three hundred sixty-five (365) days a year, will soon destroy their health,

and in a few years will put themselves in a condition that they will not be able to work at all, but such are the facts, and I repeat that these men are doing as much, if not more, to defeat our efforts to establish a humane work day for this occupation. The result of their work was clearly demonstrated during the last year when we were struggling before the different Legislatures in our efforts to secure laws regulating our hours of labor and to reduce these inhuman conditions. These same members were passing resolutions and sending petitions appealing to the Legislatures to defeat our measures and thereby continue the long hours of servitude to this occupation. As to these men, I have no recommendations to make. I pity their stupidity and ignorance. It has been said that the negro slave on the cotton field was satisfied with his slavery and would never have rebelled to overthrow it, but the men who had tasted and knew what freedom and liberty meant would not stand for his enslavement any longer, realizing that so long as slavery existed it endangered the liberty of every man and woman, and it is the same thing with our struggle for the shorter hours of toil. The men and women who realize that the shorter hours of labor mean more prosperity, more happiness, more joy and education, a better man and womanhood, and more liberty, will have to continue the struggle, and not only free themselves from this condition but free those who are too blind to appreciate and know the facts, and my recommendation is that we continue our efforts in the future as we have in the past, seeking through every agreement, by arbitration, and through legislation, to reduce the hours of labor until we have placed the men and women following this occupation upon the same hours of labor as those enjoyed by our fellow workers in the other occupations, trades and callings.

#### Agreements.

During the past term we have pursued the policy of the past in securing written agreements covering wages and working conditions and providing for arbitration in case of disputes between our Local Divisions and the employing companies. Results have been very satisfactory, and today practically all of our Divisions are working under written agreements. The reports at the last Convention showed that we had then one hundred and eighty-six (186) Divisions working under written agreements with the employing companies. At the close of this term we have two hundred and four (204) Divisions working under written contracts. This makes an increase in the past term of two years of eighteen (18), and had not some of the Divisions been consolidated the number would have been greater.

The policy of making written agreements by our Divisions with the operating com-

panies has been no mistake. It has resulted in establishing a clear and satisfactory understanding between the Divisions and the operating companies, and has also brought about to a great extent a uniformity in working conditions throughout the entire continent of North America, and I think that a brief history of the written agreement policy of our Association would not be out of place here.

During the early years of this organization we had no fixed policy on the question of agreements. The Local Divisions were allowed to use their own judgment upon that subject, and the results were that some of the Divisions had written contracts, some partly written and partly verbal, and others only verbal contracts. The result of this policy was confusion and misunderstanding. Questions would come up; the companies would hold to one position and the Division to another, and there was no means of an International Officer determining which one was right or how to properly adjust the questions in dispute. Now, in order to overcome this condition and establish a clear understanding between the operating companies and our Divisions, I recommended to the Convention of the Association held in Buffalo in 1901, that in the future it be the policy of the Association when taking up wage and working conditions with the companies to seek to have a written agreement specifying the wages and working conditions, and providing, if possible, for arbitration. At that time the records show there were twenty-two (22) Divisions that had written agreements. The results from that time on, as shown by the reports each two years to the Convention, have been as follows:

In 1901—	22	written agreements.
In 1903—	38	" "
In 1905—	66	" "
In 1907—	114	" "
In 1909—	125	" "
In 1911—	152	" "
In 1913—	186	" "
In 1915—	204	" "

This table clearly demonstrates the advancement and progress that has been made in agreements, and reflects the history and advancement of the Organization, and my recommendation is that the policy of securing the written agreements be continued in the future as it has been in the past.

#### Arbitration

Our policy during the past term has been, as heretofore, to submit to arbitration such disputes as were impossible for us to settle through mediation and conciliation. The result has been that fifty-six (56) Divisions have had their contentions submitted to arbitration.

The following divisions have submitted disputes, as herewith detailed, to arbitration:

Div. No. 623, Buffalo, N. Y.—Wages and conditions; award favorable.

Div. No. 26, Detroit, Mich.—Wages and conditions; award favorable.

Divs. Nos. 448, Springfield, and 22, Worcester, Mass.—Wages and conditions; award favorable.

Divs. Nos. 101, Vancouver, 109, Victoria, and 134, New Westminster, B. C.—Wages and conditions; award favorable.

Div. No. 627, Cincinnati, Ohio—Working conditions; award favorable.

Div. No. 589, Boston, Mass.—Wages and conditions; award favorable.

Div. No. 645, Indianapolis, Ind.—Wages, conditions and members discharged before strike; award favorable as to wages and conditions, one (1) reinstated and four (4) discharged.

Div. No. 645, Indianapolis, Ind.—Thirty-one (31) discharged members. Of these twenty-three (23) were arbitrated. Of the twenty-three (23) arbitrated, six (6) were reinstated and seventeen (17) denied reinstatement. Later a petition was made to the arbitration board to re-open the cases of eight (8) of those denied reinstatement. This petition was never granted. The eight (8) whose cases did not go to arbitration did not present themselves before the arbitration board in support of their cases.

Div. No. 577, Augusta, Ga.—Wages and conditions; award left wages and conditions unchanged, but was acceptable to the membership, as the company had proposed reducing the hours of labor without increasing wage rate.

Div. No. 549, Northampton, Mass.—Wages and conditions; increase granted, conditions unsatisfactory.

Div. No. 639, Lexington, Ky.—Three (3) discharged members; award unfavorable.

Div. No. 173, Hazleton, Pa.—Four (4) discharged members; award, three (3) reinstated and one (1) discharged.

Div. No. 497, Pittsburg, Kansas—Two (2) discharged members; award, members disciplined by suspension for thirty (30) days and afterward reinstated.

Div. No. 242, Montpelier, Vt.—Wages and conditions; award favorable.

Div. No. 269, Danbury, Conn.—Wages; award favorable.

Div. No. 600, Waltham, Mass.—Wages; award favorable.

Div. No. 416, Peoria, Ill.—Renewal of contract; award favorable with increase in wages.

Div. No. 52, East Liverpool, Ohio—Renewal of agreement; award favorable with increase in wages. This award applied to Div. No. 285, Steubenville, Ohio.

Div. No. 85, Pittsburgh, Pa.—Wages and conditions; award granted no increase in wages, but conditions were improved.

Divs. Nos. 282, Rochester, 576, Schenectady, 580, Syracuse, and 582, Utica, N. Y.—Wages and conditions; award favorable.

Div. No. 648, Terre Haute, Ind.—Eight

(8) discharged members; award, two (2) reinstated and six (6) discharged.

Div. No. 448, Springfield, Mass.—Four (4) discharged members; award, one (1) reinstated and three (3) discharged.

Div. No. 563, Lansing, Mich.—Discharged member; award favorable.

Div. No. 497, Pittsburg, Kans.—Wages; award continued the former wage rate with the exception of adding one cent an hour to the wage of platform men five years in the service.

Divs. Nos. 174, Fall River, 235, Brockton, 238, Lynn, 240, Chelsea, 243, Taunton, 246, Salem, 249, Reading, 253, Quincy, 261, Lawrence, 270, Gloucester, 280, Lowell, 373, Hyde Park, 473, Woburn, 503, Haverhill, 551, Lowell, Mass., and 284, Nashua, N. H.—Wages and conditions; award, increase of wages to all men, but same was unsatisfactory to motormen and conductors; conditions improved.

Div. No. 164, Wilkes-Barre, Pa.—Wages submitted to arbitration; decision pending.

Div. No. 563, Lansing, Mich.—Discharged member; award, member restored to his position as motorman after forfeiting seventy-five (75) days' time.

Div. No. 639, Lexington, Ky.—Discharged members; award favorable.

Div. No. 618, Providence, R. I.—Discharged members; award favorable.

Div. No. 600, Waltham, Mass.—Discharged member; award not reported.

Div. No. 580, Syracuse, N. Y.—Discharged member; award favorable.

Div. No. 168, Scranton, Pa.—Discharged members; award favorable.

Div. No. 620, Framingham, Mass.—Three discharged members; award, one (1) reinstated through arbitration, one (1) reinstated through conferences with the company and one (1) discharged.

Div. No. 241, Chicago, Ill.—Wages and conditions; award favorable.

Div. No. 308, Chicago, Ill.—Wages and conditions; award pending.

Divs. Nos. 101, Vancouver, 109, Victoria, and 134, Westminster, B. C.—Wages and conditions; award pending.

Div. No. 580, Syracuse, N. Y.—Wages and conditions; award favorable.

Div. No. 669, Auburn, N. Y.—Question of rights of the Association and the B. of L. E. to cars running between Auburn and Port Byron in an endeavor to secure a restoration of the former contract of Div. No. 669 in its entirety; still pending.

Div. No. 618, Providence, R. I.—Wages and conditions; still pending.

Div. No. 228, Joliet, Ill.—Wages; still pending.

Div. No. 641, Shamokin, Pa.—Wages; award favorable.

Div. No. 26, Detroit, Mich.—Discharged member; award favorable.

Div. No. 132, Troy, N. Y.—Discharged members; award, three (3) reinstated and two (2) discharged.

Div. No. 595, Salem, N. H.—Discharged member; award favorable.

Div. No. 448, Springfield, Mass.—Members discharged prior to strike; still under consideration.

Div. No. 268, Cleveland, Ohio—Discharged member; award, reinstated member without prejudice and without compensation for time lost.

Div. No. 674, Fort Smith, Ark.—Discharged member; award unfavorable.

Div. No. 645, Indianapolis, Ind.—Five (5) discharged members; award, reinstated three (3) members, two (2) discharged.

Div. No. 132, Troy, N. Y.—Nine (9) discharged members; award, reinstated four (4) members, four (4) reinstated through conferences, and one (1) discharged.

The laws of our Association provide for the arbitration of all disputes that arise between our Local Divisions and the employing companies that cannot be settled by mutual agreement between them. These reports show that there have been a number of such cases of arbitration during the past term and there are no doubt a number of minor cases that have been settled in this way that have not been reported to the general office, and therefore not shown in these reports.

In some of these cases of arbitration we have been sadly disappointed and our membership affected by the awards very much dissatisfied, and because of this disappointment and dissatisfaction there are those who are advocating the repeal of our laws on this subject and the abandonment of arbitration entirely. Upon this proposition I would request that you consider well every phase of the proposition before you take any such action. Suppose you should carry out this proposition and abandon arbitration—then what? What proposition have you to take its place? How are you going to settle the many grievances and complaints that are constantly arising in this large organization between you and the employing companies? Are you going to strike every time you have one of these complaints? Where would such a proposition lead you? The strike on a street railway is a very different proposition from the strike in the mill, mine or factory. Their strike usually affects only those directly interested as employers and employees, while a street railway strike affects the entire public and should only come as the last resort.

Those who advocate the abandonment point out the defects and technical advantages that have been taken of arbitration. They point to the long time it takes in the selection of the third man, or umpire, and that in many cases after the two arbitrators have been appointed the companies do not care whether the third man is selected or not. Then they call attention to the many arbitrators who only compromise the cases instead of determining them upon the facts and evidence submitted. Then they call attention to arbitrators giving decisions on questions that were never submitted in the terms of arbitration, and

then to the long hearings and great cost. I agree there are many vexing points in connection with arbitration that have to be dealt with, the same as in many other questions and troubles that confront us in our industrial life and dealings. These points raised against arbitration are mostly the tactics used by those resorting to them and do not belong to the true proposition or principles of arbitration, and they are the points that should be remedied,—and arbitration should be carried out upon its true principles.

During the past term we have met these same propositions and dealt with them,—first, as to the selection of the third arbitrator: In some cases in dealing with this point we have insisted that arbitration should bear alike upon both sides and that each party to the arbitration should have the absolute right in the selecting of all the arbitrators; and in our opinion, the third arbitrator (who is the umpire) being the most important one, should not be selected by outside parties but should be selected and agreed to by the parties to the arbitration themselves, and this before the selection of their personal representatives upon the board of arbitration. We have also had to insist that there should be an allotted time for each side to put in its case and argue the same, and these propositions have worked satisfactorily. We have also met with cases where arbitrators have decided on questions and given awards on subjects not submitted, and we have refused to abide by them—and this is the position that must be taken in order to bring about true arbitration.

Our laws covering arbitration specify that in cases where it is necessary to go to arbitration that we shall prepare the propositions of arbitration defining the points in dispute and the basis upon which they shall be arbitrated. It is a matter of following out our laws,—and I would recommend that our laws upon arbitration remain as now provided in our constitution, and that our officers be instructed that where they are dealing with agreements and wage disputes, and important matters of this kind where they cannot reach an adjustment without going to arbitration, that they shall follow the provisions of the constitution and draft out their agreements upon arbitration and in these arbitration agreements specify the points to be arbitrated, how the arbitrators shall be appointed and if they think best in any of our arbitrations, specify that the third arbitrator shall be appointed first and by the parties directly interested. Then, define the time that each party shall have in presenting its case and the time for the final award—and specify that no subject but that specified in the arbitration agreement submitted shall be touched upon or considered, and that if such subjects are touched upon and awards made upon them, it will make the whole arbitration award void and not binding upon the parties. If these provisions

are carried out, I think that our arbitration will work satisfactorily and give us the means that we have always had of adjusting our disputes in a peaceful and satisfactory manner.

### Strikes and Lockouts

During the past term I have submitted to the General Executive Board at each semi-annual meeting a detailed report of the strikes and lockouts that have occurred, and I presume that the Board will submit to you a full report upon this subject in their biennial report. I, therefore, will not go into any great detail in submitting my report upon this subject, but will give you given up by the Division. There was expended upon the same.

Div. No. 177, Roanoke, Va., was engaged in a strike prior to the last Convention and the strike continued over into this term. The strike took place on May 1, 1913, and was declared off October 25, 1913. The cause of the strike was on account of discrimination of the company against union men. As a majority of the men had secured other employment, the contest was given up by the Division. There was expended in connection with this strike during this term \$1,750.00.

The strike of Div. No. 636, Phoenix, Ariz., also took place during the preceding term, being declared on June 21, 1913. The same was called off January 28, 1914. The members of this Division prior to organizing had sought improved conditions and an increased wage, but were unable to secure these and struck immediately. On the day they struck they formed their Division and applied for a charter. Under our laws they were not entitled to strike benefits, but we assisted them by donations. The amount donated to them during the previous term was \$300.00. The strike was called off as most of the members secured other employment and the endeavor of the Division to extend its membership to the new men on the cars had not met with success.

Div. No. 642, Indianapolis, Ind., was organized August 18, 1913, by International Treasurer Rezin Orr. The Division comprised the interurban men employed on various roads running into Indianapolis. Demands for better conditions were presented to the management of the company upon which the men were locked out upon August 23, 1913. Settlements were effected upon two of the lines, upon one of which dismissed members were reinstated and conditions of employment were negotiated by a committee and the employing company. Vice-President J. I. Thorpe had this situation under his advisement. The costs of this lockout were \$545.00.

Div. No. 293, Marion, Ill., submitted a proposed agreement to the employing company on July 19, 1913. The company evaded giving consideration to this and in September of that year discharged three members for "mismanagement of fares." The local then requested a reply to their petition for

better wages and conditions and also asked for the reinstatement of the discharged men, or, failing in this, demanded that the questions at issue be submitted to arbitration on or before October 1. The company offered a compromise on the wage scale, but positively refused to either reinstate the men or arbitrate the question of their guilt. This resulted in a strike on October 3, 1913. Board Member J. C. Colgan was in direction of the situation. A settlement of the strike was secured on October 20, 1913, the discharged men agreeing to withdraw their claims, and the rest of the men were reinstated without prejudice at an increased rate of wage. The amount expended in connection with this strike was \$110.00.

Div. No. 644, Knoxville, Tenn., was organized September 15, 1913, by D. W. Cross, one of the Knoxville carmen, who afterward became president of the local. When the company learned of the organization all of the charter members and eight others were discharged from the service. This action resulted in a suspension of work on October 4, 1913. Two days after the strike was called, Vice-President Geo. Keenan, who was in charge of the situation, was waited upon by a committee and asked to leave the city. He secured the protection of the mayor and remained in direction of affairs until he was called north by serious illness at his home. Vice-President Ben Commons was then sent to this city, and upon his advice the strike was abandoned November 19, 1913, without any results. There was spent in connection with this contest \$875.00.

The members of Div. No. 631, Cincinnati, Ohio, employes of the Cincinnati, Milford & Loveland Railway Co., went on strike October 15, 1913, as a protest against charged violation of an arbitration agreement owing to the failure of the arbitrator representing the company to continue in proceedings until a third arbitrator was selected. International Treasurer Rezin Orr and Board Member McMorro advised with the membership upon the situation. The strike continued until May 1, 1914, when Board Member J. C. Colgan, who was later sent to assist the Division, was successful in effecting a settlement by which an agreement was signed that the contract in existence between the Cincinnati Traction Co. and its employes, who are members of Div. No. 627, should be the recognized agreement under which the C. M. & L. Co. and its employes, members of Div. No. 631, should meet and treat, and that the thirteen employes on strike be returned to work in the order of their seniority as needed in the service and at the same rate of pay they would be receiving had they remained continuously in the employ of the company. The costs of this contest were \$1,555.00.

Div. No. 524, Oskaloosa, Iowa, went on strike October 25, 1913. The company refused to sign an agreement recognizing the union, especially the power house employes,

as heretofore, would not grant an increase of wages, but presented a counter proposition which was not satisfactory to the men. Arbitration was refused. Traffic was suspended October 25, 1913. The men were well supported by other trade unions and by the public at large. Citizens petitioned the Governor of the State for a board of arbitration under the new arbitration law in Iowa. The Governor appointed two arbitrators and the two selected a third. The investigation was begun November 14. On November 22 the board made a full report to the Governor, recommending the full reinstatement of the men and that the contract of October 1, 1910, be recognized by both parties as still in force until a change should be made under the provisions thereof. The company refused to accept this award. The strike benefits continued until Nov. 20, 1914. Upon that date they were discontinued with the consent of the members, although they still stand firm in their determination not to relinquish the struggle. The Division is still in existence. There was expended upon this contest \$4,420.00.

Div. No. 645, Indianapolis, Ind. was organized by Vice-President J. J. Thorpe on September 22, 1913. From the outset the organization met with bitter opposition from the employing company. The men on the committee presenting the demands of the men to the president of the company were immediately discharged October 28 and a strike was called October 31, 1913. The company imported strikebreakers, but was unable to move the cars, and street car traffic was completely suspended. The men returned to work November 8, 1913, when a settlement was reached granting recognition of the union and arranging for conference on questions in dispute within five days with a provision for arbitration of all questions not settled in conference.

The members of Div. No. 553, Schenectady N. Y., with other employees of the General Electric Co. of Schenectady, N. Y., went on strike November 25, 1913. The strike was caused by the company's discharging union officers among its employees. The men were out five days, from November 25 to 29, inclusive, when the Trades Alliance signed an agreement with the company, and work was resumed December 1, 1913. Executive Board Member Wm. B. Fitzgerald assisted the Division during the strike.

The members of Div. No. 528, Tarentum, Pa. were locked out on December 11, 1913. The Division had presented a proposed agreement to the employing company, which the company refused to consider. They immediately discharged the committee presenting the demands. The men then declared a lockout to exist and left the cars on December 11. General Executive Board Member P. J. Shea was in direction of the situation. The lockout continued until February 11, 1914, when the men returned to work at their former rate of pay with seniority of service under a "working order"

agreement. There was expended in connection with this strike \$1,850.00.

During the presenting of the report of the International President and at the conclusion of the report upon the strike of Division No. 528, of December 11, 1913, motion was entertained by the chair, made by Delegate D. J. Reid, Division No. 241, and seconded by Delegate William Sturtz, Division No. 241, that in the absence of rules the convention adjourn to 9 o'clock Tuesday morning. Carried.

Tickets for the theatre party given by the Local Division were distributed to the delegates and visitors.

At five o'clock in accordance with the motion to adjourn the convention was adjourned to 9 a. m., Tuesday, September 14th.

W. D. MAHON, Chairman,  
Per. R. L. REEVES, Secy.

## SESSIONS OF SECOND DAY.

### Morning Session.

Tuesday, September 14, 1915.

The morning session of the second day of the Convention was called to order at 9 o'clock a. m., Tuesday, September 14th, International President W. D. Mahon presiding.

The Chair: "Before proceeding with the regular order of business, I wish to announce that there are credentials from two Albany delegates, Joseph A. Droogan and John Moore, Division No. 148. Their credentials did not arrive until this morning, but they are regularly elected from that Division. A credential has also arrived for F. A. Hoover, Division No. 101, Vancouver, B. C. What is the pleasure of the convention?"

Moved by Delegate Stanley Anderson, Division No. 26, and seconded by Delegate Joseph Thomas, Division No. 85, that the credentials be received and the delegates seated. Carried.

Bros. Joseph A. Droogan, John Moore and F. A. Hoover were duly seated as delegates.

### Communications.

The Chair declared in order reading of communications.

The Secretary read a communication from First Vice President Duncan, of the American Federation of Labor, congratulating the organization and expressing the hope that the convention would be harmonious and that the net result of the convention would be an additional membership with its accompanying influence in the labor movement of the time.

The Chair directed that the communication be received.

The Secretary read a communication from Mr. Hugh Frayne, General Organizer of the American Federation of Labor, acknowledging the receipt of an invitation to attend the convention and expressing his regret that important engagements prevented him from accepting it. He extended to the officers and delegates his sincere good wishes for a successful and harmonious convention,



and expressed the hope that the future will bring to the Amalgamated Association a still larger measure of success than that achieved in the past, that it would continue to grow stronger, greater and more powerful in the years to come and maintain its position as a real defender of the rights of the street car men of the country.

The Chair directed that the communication be received.

#### Report of Committee on Rules and Order.

The Committee on Rules and Order reported that it was prepared to submit its report.

The Chair declared in order the report of the Committee on Rules and Order.

The Committee on Rules and Order by Committee's Secretary W. H. Linck submitted its report as follows:

"Rochester, N. Y., September 14, 1915.

"To the Officers and Delegates of the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America:

"We, your Committee on Rules and Order, submit the following rules to govern the course of the Convention:

"Rule 1. The Convention shall be called to order each day at 9 A. M., and shall remain in session until 12 o'clock noon, when an adjournment shall be taken to reassemble at 2 P. M. and remain in session until 5 o'clock P. M.

"Rule 2. When any member is about to engage in debate, or present a motion or resolution, such delegate shall arise from his seat and respectfully address the Chair, giving his name and number of his Division, and confine himself to the subject introduced or under debate, and avoid personalities. Any member seconding a motion shall arise from his seat, giving his name and the number of his Division which he represents, before offering the second to the motion.

"Rule 3. Any delegate to this Convention shall be entitled to the privilege of speaking upon all questions; speeches limited to five minutes and each delegate to speak but twice upon a subject without unanimous consent.

"Rule 4. No resolution shall be received after Wednesday evening's adjournment, unless by unanimous consent of the delegates of the Convention. All resolutions must be presented to this Convention before being referred to Committee on Resolutions.

"Rule 5. Every delegate shall vote upon all questions, unless excused by the Chair.

"Rule 6. When the Convention is about to adjourn, the members shall keep their seats until the Chair announces the adjournment.

"Rule 7. When the Chair is putting a question, or when a vote is being taken, no delegate shall leave the hall.

"Rule 8. When a delegate has the floor, no other delegate shall leave his seat or engage in conversation.

"Rule 9. Any member of the A. A. of S. & E. R. E. of A., other than accredited delegates to this Convention, desiring to enter the hall, shall present a paid-up working card, and shall also be recognized and vouched for by the delegate from the Division to which such member shall belong.

"Rule 10. All delegates will answer roll-call by depositing register card, upon which shall be written his name, with the Sergeant-at-arms. No card shall be given in proxy. All cards received by the Sergeant-at-arms shall be given to the Secretary of the Convention at 9:30 a. m., to be recorded as members present.

"Rule 11. When the Constitution or Rules of the Convention do not govern Robert's Rules of Order shall determine any point in question.

"Fraternally submitted,  
JOHN P. BRODERICK,  
Chairman.  
WM. H. LINCK,  
Secretary.

R. H. ROBISON,  
Z. C. FISHER,  
JEREMIAH DINNEEN,  
H. A. SOUTHALL,  
FRANCIS A. WALSH,  
H. J. BARRETTE,  
E. W. BATT,

Committee."

Moved by Delegate Bruce, Division No. 308, Chicago, and seconded by Delegate Dinneen, Division No. 241, that the report be accepted and the rules as recommended be adopted to be the rules of the Convention. Carried.

#### Committee on President's Report.

The Chair appointed as Committee on President's report, Delegates:—

P. F. Sheehan, Div. No. 235, Brockton, Mass.  
Stanley Anderson, Div. No. 26, Detroit, Mich.  
Wm. B. Nicholson, Div. No. 52, East Liverpool, O.  
Fred Hamlin, Div. No. 111, Ypsilanti, Mich.  
John T. McGrath, Div. No. 168, Scranton, Pa.  
E. L. Goodwin, Div. No. 192, Oakland, Cal.  
Lawrence Haverly, Div. No. 246, Salem, Mass.  
Geo. R. Davies, Div. No. 268, Cleveland, Ohio.  
Albert Wm. Carroll, Div. No. 358, Cumberland, Md.  
Harry Solomon, Div. No. 568, Erie, Pa.  
C. McDaniel, Div. No. 577, Augusta, Ga.

#### Committee on Convention Communications.

The Chair appointed as Committee on Convention Communications, Delegates:—

John N. Furbee, Div. No. 103, Wheeling, West Va.  
Chas. Sines, Div. No. 175, Sharon, Pa.  
L. D. Bland, Div. No. 241, Chicago, Ill.  
Harold Scott, Div. No. 261, Lawrence, Mass.  
Patrick J. Fell, Div. No. 280, Lowell, Mass.  
Patrick J. Kelly, Div. No. 459, Bridgeport, Conn.  
Walter C. Langmaid, Div. No. 595, Salem, N. H.  
Joseph Veblacher, Div. No. 624, Buffalo, N. Y.  
George W. Renn, Div. No. 641, Shamokin, Pa.

#### Committee on Appeals.

The Chair appointed as Committee on Appeals from the Rulings of the Executive Board to the Convention, Delegates:—

Michael J. Cahill, Div. No. 618, Providence, R. I.  
Joseph Thomas, Div. No. 85, Pittsburgh, Pa.  
Myles P. Callahan, Div. No. 241, Chicago, Ill.  
Wm. H. Matthews, Div. No. 497, Pittsburgh, Kansas.

S. J. Allen, Div. No. 156, Shreveport, La.  
 P. T. Neom, Div. No. 582, Utica, N. Y.  
 Matthew J. Higgins, Div. No. 189, Boston, Mass.  
 Frank O'Shea, Div. No. 623, Buffalo, N. Y.  
 Albert E. Jones, Div. No. 627, Cincinnati, Ohio.

#### Committee on Resolutions.

The Chair appointed as Committee on Resolutions, Delegates:

J. B. Wiley, Div. No. 441, Des Moines, Iowa.  
 L. S. Sherman, Div. No. 114, Youngstown, Ohio.  
 M. H. Kernan, Div. No. 168, Scranton, Pa.  
 Wm. Keating, Div. No. 174, Fall River, Mass.  
 Alex. Smyth, Div. No. 249, Reading, Mass.  
 Oscar L. Christianson, Div. No. 262, Norwich, Conn.  
 Fred Schultz, Div. No. 268, Cleveland, Ohio.  
 Wm. Mylan, Div. No. 308, Chicago, Ill.  
 Ralph D. Peters, Div. No. 362, Albion, Mich.  
 Edward Carr, Div. No. 623, Buffalo, N. Y.  
 John Downing, Div. No. 627, Cincinnati, Ohio.

First Vice-President Thorpe in the chair.

The Chair declared in order continuance of the report of the International President.

President Mahon continued his report, as follows:

Div. No. 173, Hazleton, Pa., before their agreement with the employing company expired, presented a new proposed contract embodying full recognition of the local, better working conditions and a substantial increase in wages. The company submitted a counter proposition in which it offered to recognize and treat with a committee of the employes and grant an increase in wages amounting to about 7 per cent, also agreeing to arbitration with restrictions. This was not satisfactory to the local and further conferences were had, but the company refused to arbitrate the case or grant any further concessions. The men then went on strike at midnight December 31, 1913. Vice-President Wm. F. Welch was in direction of the situation. The State Board of Mediation made an investigation and arranged for a conference between the committee and the president of the company, but nothing was accomplished, as the president stated that the president of the local and four executive board members would never work for the company again and the only settlement possible would be an individual one. Executive Board Member P. J. Shea also assisted the Division. In August, 1914, Executive Board Member J. C. Colgan was sent there, and he was successful in securing a verbal understanding with the company that all men, except three who voluntarily withdrew from consideration, would return to work at the highest wage paid by the company, that there would be no discrimination against union men, and that the committee of the men would be given a hearing by the officials of the company at all times. The strike was declared off on August 22, 1914. The company, however, failed to carry out any part of this agreement, even refusing to return any of the men to work. Board Member J. H. Reardon was then dispatched to assist the Division. The members of the

local were again placed on benefits beginning September 20, 1914. The strike situation continued until Oct. 24, 1914, when the boycott was declared at an end. The costs of this contest were \$5,635.00.

Continuing over from last term, in connection with the suspension of the president and two members of the executive board of Div. No. 477, Philadelphia, Pa., there was expended \$195.00.

Div. No. 242, Montpelier, Vt., went on strike February 5, 1914. The question in dispute was over the renewal of their contract. The men asked for a reduction in hours and an increase in wages. The company finally offered a slight increase, which was rejected by the men, and work was suspended on February 5, 1914. A settlement was reached by which the matter was submitted to arbitration and the men returned to work on February 18, 1914. Executive Board Member J. H. Reardon was in charge of this situation. The questions of a reduction in the hours of labor and an increase in the wage rate were then taken up through arbitration, resulting in a good contract being secured with a higher wage rate, a nine hour work day where the men formerly worked from ten to twelve hours, nine hours' pay for eight and one-half hours' work and nine hours' pay for all Sunday runs.

Div. No. 648, Terre Haute, Ind., was organized November 18, 1913, by Executive Board Member J. C. Colgan. The company refused to recognize the Division and desired to destroy the new local. Members of the Division were discharged and the matter was submitted to arbitration, the result being that two of the eight discharged were reinstated. Three other men, two of them secretaries of the local, were then discharged for failing to register fares. The men went on strike March 14, 1914, the question at issue being the reinstatement of the three discharged men, who, the men claimed, were discharged for their affiliation with the union, back pay due the two discharged men and ordered reinstated by the commission, and full reinstatement of the 68 men out on strike, and also a provision for arbitration of future grievances. Upon March 17, 1914, a settlement was effected, through the intervention of Governor Ralston, by which future grievances were to be arbitrated by the Indiana Public Service Commission, the cases of the three discharged men to be arbitrated at once and all men returned to work.

The members of Div. No. 659, Coffeyville, Kansas, were locked out by the employing company on March 31, 1914. The Division had just been organized by Vice-President George Keenan. The company discharged three members and began to import strikebreakers before the men had made any demands for shorter hours or more pay, the question at issue being the organization. The men stood firm, but the opposition of the company was so determined that finally many of them sought

other employment. The lockout was abandoned June 15, 1914. There was expended in connection with this lockout \$2,065.00.

Div. No. 19, Colorado Springs, Colo., was locked out on April 14, 1914, as the night watchman refused to let them enter the barn to report for work. The company claimed afterward this was a mistake. The local in the previous month had presented a proposed agreement to the company requesting in it a closed shop clause. This, the company would not agree to. Following this, the company dismissed two men for alleged offense of using improper language in the waiting-room of the company and refused to reinstate them. The next move was the lockout. This, however, was adjusted at three o'clock of the same day, the two discharged men being reinstated and the members locked out returned to work with pay for time lost. The company also agreed to meet a committee once a month to take up all grievances and adjust them. Board Member Edward McMorrow was in charge of this situation.

Div. No. 657, Monessen, Pa., was organized on March 23, 1914, by Secretary P. J. McGrath, of Div. No. 85, Pittsburgh, Pa. In April, 1914, Board Member J. H. Reardon was sent to advise with the men, as the company had refused to recognize the Union, and told the men they must give it up or others would be brought in to take their places. The men considered this a lockout and suspended work on April 23, 1914. Through several conferences with a committee representing the business men, the company conceded to the men the right to become members of the union, but refused to deal with them as such. The men rejected this offer, insisting upon full recognition. A settlement was reached July 1, 1914, through Mr. Francis Feehan of the State Bureau of Labor, who acted as mediator between the company and the men. The agreement secured to the men the right to belong to any organization they chose, also provided for arbitration of questions in dispute and granted an increase of 1 cent an hour in the wage rate. The costs of this dispute were \$1,440.00.

Div. No. 663, St. John, N. B., was organized on April 24, 1914, by Executive Board Member Magnus Sinclair. Shortly afterward the president of the Division was discharged. President Mosher of Div. No. 508, Halifax, N. S., was sent to advise with the local and he appealed for a board of conciliation. The board, appointed under the provisions of the Dominion Industrial Disputes Act, investigated the case and also the working conditions of the men, after which they recommended that the member be reinstated and paid for time lost. The company refused to accept the award and discharged eleven men. A lockout was declared to exist and the men suspended work on July 22, 1914. On July 24, 1914, the city solicitor sought a settlement, but the company still refused to reinstate the first member discharged. However, this member was

offered a life position in the department of public works of the city. The other matters in dispute were then adjusted by an agreement signed on July 24, 1914, by which all men returned to work; the eleven members dismissed were reinstated and provision made for investigation of charges preferred against employees in the future with the right of appeal to the Board of Directors.

Div. No. 497, Pittsburg, Kansas, failing to secure a renewal of their agreement with an increase of wages, served articles of arbitration on the employing company on June 29, 1914. The company offered as a counter proposition to leave the matters in dispute to be decided by J. A. Prescott, a director of the company, and your President. As I was in Europe at the time, Board Member Fred Fay was sent to assist Vice-President Geo. Keenan, who was then on the situation, and in conference with the general manager of the company they succeeded in adjusting all questions in dispute except wages, discipline and duration of the agreement. The manager was then asked to arbitrate these questions, but he again offered to leave these matters to Mr. Prescott and myself. As this meant no immediate settlement, the men refused and suspended work on July 7, 1914. Vice-President Geo. Keenan was in charge of the strike situation. Through conferences all matters in dispute were settled with the exception of the wage question and this was submitted to arbitration. The men then returned to work on September 25, 1914. The award of the arbitration board was to continue the former wage rate with the exception of adding 1 cent an hour to the wage of the platform men five years in the service. There was expended in connection with this contest \$7,780.00.

Div. No. 653, Louisville, Ky., was organized by Board Member Magnus Sinclair on February 3, 1914. The company discharged members for their activity in the union and these discharged men assisted in organizing the local. The discharged men were placed upon lockout benefits. Bro. Sinclair was also assisted by Harry Hearne, special organizer, in forming this local and looking after the work there. The work of organizing the men was carried on for some time, but did not terminate successfully. There was expended in connection with this situation in lockout benefits \$770.00.

Div. No. 572, Frostburg, Md., endeavored for some time to secure a new agreement with the employing company providing for an increase in wages. The company refused to grant an increase and also refused to arbitrate the matter. Vice-President Wm. F. Welch was in advisement upon this situation. The men suspended work on August 19, 1914. Through Mr. Frank A. White, chief of the Maryland Bureau of Statistics and Information, a settlement was reached and an agreement signed on August 26, granting the demands of the men in full. Work was resumed on August 27, 1914.

The strike of Div. 549, Northampton, Mass., was caused by the company's arbitrator refusing to meet with the other members of the board and the members of the local. A recent award of an arbitration board on matters submitted to them was not satisfactory to the Division owing to the change from a day to an hourly basis of pay. Board Member J. H. Reardon, who was in charge of the situation, secured the consent of the third arbitrator to meet with the other arbitrators to see if an adjustment could not be reached. Due to the company's arbitrator refusing to meet with the others and the men, the Division suspended work on August 19, 1914. A citizens' committee then appointed by the Mayor requested the third arbitrator to call the board together to explain matters. This, he refused. The State Board of Arbitration then sent in Mr. Supple, the secretary of the board, and later the Lieutenant-Governor, Edward P. Barry. Through them a settlement was finally reached and the men returned to work August 26, 1915. The settlement provided for a contract to date from June 1, 1914, to June 1, 1916, and gave the motormen and conductors an increase of 4 cents an hour, and the shop, track and line men an increase of  $2\frac{1}{2}$  cents per hour. It also changed the rate of pay to an hourly basis.

Div. No. 670, Vincennes, Ind., was organized August 8, 1914, by A. F. of L. Organizer John Lackey, who reported all members immediately discharged by the employing company. The company secured a temporary injunction against its former employees, all the organized trades of Vincennes, the Mayor and police department. The Central Body had charge of the situation and later Board Member McMorrow was sent to assist and advise the local. Benefits were allowed to the locked-out members. The temporary restraining order was retained against the local and various trades unions, the same denying the labor men any right or privilege of publication or assemblage in promoting the interests of the locked-out men. Under these conditions and after an investigation was made by Executive Board Member J. C. Colgan, who was later sent to assist them, the contest was declared at an end on December 2, 1914. The costs of this contest were \$795.00.

Div. No. 674, Fort Smith, Ark., was organized October 3, 1914, by C. H. Miller, secretary of the printers' union and a voluntary organizer of the American Federation of Labor. Fifteen men were immediately discharged by the company. A lock-out was declared to exist on October 5, 1914. Vice-President Geo. Keenan was placed in charge of this situation. The Mayor and city officials refused to send the police to the aid of the company to act as strikebreakers, and through two of the city commissioners a settlement was reached the following day, the men being out just 24 hours. All men, including those recently

laid off, were reinstated to their former positions as they stood on September 30, 1914, with full seniority rights. The officials of the company also agreed to confer with a committee of the employees on all future grievances, and should they fail to reach a settlement to submit them to arbitration.

The members of Div. No. 52, East Liverpool, Ohio, suspended work on March 3, 1915, the cause of same being due to a new manager of the company having manned the coal train without regard to the seniority clause of the agreement. The members took exception to this and, after conferences with the company without result, they left the cars. International Treasurer Rezin Orr was on the ground in advisement with the men. A settlement was reached and the men returned to work on March 8, 1915. The settlement was mutually agreed upon in accordance with the interpretation of the agreement of R. G. Thompson, the company's attorney. The same established the understanding that when the car in question is operated as a coal train the seniority clause, as contended by the men, must prevail, but when the said train is operated as a work train the crew may be selected by the superintendent from the regular trainmen.

The strike of Div. No. 448, Springfield, Mass., on March 31, 1915, was caused by the discharge of three conductors for misappropriation of fares. Under the system in vogue in Springfield only cash and tickets were rung up and no provision made for registering transfers. During the summer of 1914 this Division arbitrated four cases of this nature and lost all but one man. In this arbitration case it was proven false statements were made by one of the main witnesses. In view of these facts and inasmuch as the chairman of the arbitration board had recommended that the company install two registers in each car, the Division took the position that as the case had once been arbitrated it was not a question to submit to arbitration again and suspended work. Commissioners Bump and Wood of the State Board of Arbitration assisted in securing a settlement of the question, the company agreeing to install the registers and the reinstatement of the three men being referred back to the officials of the company, the local committee and the State Board of Arbitration. The men returned to work April 2, 1915. Executive Board Member J. H. Reardon and also Vice-President P. J. O'Brien were on the ground. Later, the Division accepted the proposition submitted by a committee representing the Board of Trade by which these cases were to be tried in the Superior Court without jury. At the close of this term, the decision of the court had not yet been rendered.

Div. No. 164, Wilkes-Barre, Pa., became involved in a strike on April 1, 1915. The question of a new agreement with the company had been under consideration since December, 1914. After negotiations an offer was made of a slight increase in wages.

which the men rejected. Arbitration was offered by the Division, but this the company refused. A strike vote was taken and the general manager of the company notified of the same. Arbitration was then agreed to, but not upon the clause providing for a hearing for men discharged. Secretary Wilson of the Labor Department requested the men to postpone the strike order until the federal mediators could be given an opportunity to bring about an adjustment. This was conceded, and Federal and State Mediators went into conference with the officials of the company and the local's representatives, by which an agreement was reached on all points except wages, and it was agreed that this clause was to be arbitrated. After several attempts to select a third man, the matter was left to the two arbitrators for adjustment. The absence of the company's arbitrator caused further delay. The arbitrator representing the local requested the company to produce the books, but this was refused, and arbitration was broken off. The strike was further precipitated by the company's getting out a petition and asking the men to sign, pledging themselves to accept 26 cents an hour and threatening to withdraw this offer if not accepted in five days. This was considered as being very unfair by the members after they had waited three months for the company to act. Secretary Wilson of the Department of Labor was notified of the situation and Commissioner Moffat was again sent to act as mediator, who, in company with the State representative, waited upon the company, but nothing was accomplished and the men left the cars on April 1, 1915. A settlement was reached April 10, 1915, by which the matter was submitted to arbitration, John Price Jackson, State Commissioner of Labor, being agreed upon as chairman of the Arbitration Board. Executive Board Member P. J. Shea was in charge of this situation. The award rendered was not upon the points submitted, the arbitrators establishing a graded scale and profit-sharing proposition, which in no way was submitted to arbitration and which the Division has refused to accept. The matters are still pending and the chairman of the Arbitration Board has agreed to reconvene the board and consider the award. Executive Board Member Wm. B. Fitzgerald also assisted upon this situation.

Divisions Nos. 669, Auburn, and 580, Syracuse, N. Y., went on strike April 8, 1915. This suspension took place on the following lines of the Empire United Railways of New York State: The Auburn & Syracuse Electric Railway, the Syracuse & Oswego Division of the Empire United Railway, the Syracuse & South Bay Electric Railway, and the Syracuse, Watertown & St. Lawrence River Railway. Div. No. 669 of Auburn went on strike in protest to the announced intention of their employing company to take away one of their branch lines, the Auburn & Port Byron, from the members of their local and put it under the operation

of the B. of L. E. men after May 1, 1915. The strike on the other lines of the Empire United Railways was caused by the company locking out twenty-eight men who had joined the Association and become members of Div. No. 580 of Syracuse and the company's refusal to recognize their newly organized employees or give them a written agreement. Through James M. Lynch, Commissioner of Labor of New York State, and your President, an agreement was reached with the company in which they agreed to recognize the Association and negotiate an agreement and by which the Auburn local continued its present agreement for another year without change. The strike was declared off April 12, 1915. Board Member Magnus Sinclair had the direction of this situation.

Thirty-six members of Div. No. 677, San Francisco, Cal., were locked out by the employing company on April 5, 1915. The local had just been organized by Executive Board Member Edward McMorrow, assisted by Vice-President B. F. Bowbeer, when the company discharged these men for joining the union. The locked out members were placed upon lockout benefits. Owing to the attitude of the Central Body, the International officers in charge of the situation deemed it inadvisable to call a strike without their support. Benefits to the locked out members were discontinued June 6, 1915. There was expended in connection with this contest \$1,060.00.

Div. No. 26, Detroit, Mich., became involved in a strike on May 13, 1915, on account of the company's tyrannical treatment of employees by D. U. R. officials, brought to a climax by the refusal of the company to reinstate Motorman Peter J. Whaling, a member of the executive board of the local, who had been discharged for having derailed his car. A settlement was reached through the efforts of the Mayor of the city and the Street Railway Commission, by which the case of the discharged member was submitted within forty-eight hours to an arbitration board, and the company also agreed to take up with the officers of the Association any differences or grievances, whether covered by the existing agreement or not, concerning the relations that should exist between the members of the Association and the company and endeavor to adjust the same, or else submit the questions at issue to arbitration. The men returned to work on May 14, 1915. I was in advisement with the Division upon this situation. The award of the arbitration board rendered later reinstated the discharged member with pay for lost time.

Divisions Nos. 241 and 308, Chicago, Ill. went on strike at midnight, June 13, 1915. Negotiations for the renewal of the agreement with the companies to embody an increase in wages and improved conditions had been carried on for several weeks, without results. The companies had offered a slight increase to new men or a proposition to submit all differences to arbitration upon

the old plans of arbitration, that the company would select one man, the Division one man, and these two select a third. To this form of arbitration the representatives of the locals objected, stating that they would not agree to leaving someone outside of the parties interested select the third arbitrator. Upon this question they could not agree. The Mayor of the city interceded with the company and the men and I then went on to endeavor to bring about a settlement. Conferences were held with the Mayor, who in turn met with the officials of the company, but they would make no concessions. Propositions of arbitration were made by the men, naming five men, any one of whom we would agree should act as third arbitrator. The company would not agree to this and made a proposition that they would leave the Mayor select five names, that we should mark out two of these names, they would mark out two, and the remaining one would be the third arbitrator. This proposition was objected to, and after conference negotiations were broken off and the suspension of work took place. The chief of police requested one thousand extra men and fifty thousand rounds of ammunition for them. The city council refused this and took under consideration an ordinance barring the importation of strikebreakers by providing that motormen must have had twenty-one days' training under a competent instructor who had served three years on Chicago lines and that conductors must have had fourteen days' instruction under the same conditions. The council also authorized the Mayor to name a committee of aldermen to act with himself as a special committee to seek to bring about a settlement of the strike. After an all night meeting of the Mayor, the committee of aldermen, the presidents of the traction companies and the committees of the Divisions on the night of the 15th, an adjustment was reached. The companies agreed that the agreements should be for two years and that the practice of hiring men for single trips only during rush hours would be abolished. The other points in dispute, being those of wages, length of the graded scale, allowance for fallbacks, reliefs and turning in time, the hours and pay of night car service, percentage of straight and swing runs, etc., were submitted to arbitration, the Mayor consenting to act as chairman of the board. It was agreed in the settlement of the strike that the books of the companies should be accessible to the arbitrators, that no reduction of wages would be considered, and no decision of the board would increase the number of working hours. Service on all lines was then resumed on the morning of June 16, 1915. Executive Board Member McMorro was also in advisement with the locals upon this situation. The award rendered to Division No. 241 granted an increase in wages and improved working conditions. The award to Division No. 308 is still pending.

Division No. 618, Providence, R. I., became involved in a strike on July 14, 1915.

The officers of the Rhode Island Company had refused to meet with the officers of the local in conferences as provided for in the agreement relative to changing the same and insisted that an informal conference be held. Conferences were arranged, but the company refused to grant the demands of the men for an increase in wages. Arbitration of this question was offered by the men, but the company would not agree with them upon the articles of arbitration. Despairing of coming to terms through conferences the members left the cars and the day following a settlement was arrived at by a proposition that the Mayor of the city act as third arbitrator, and the demands of the men for increased wages, shorter hours, abolition of the automatic fare collector and a guaranteed wage for spare men, were left in his hands. The men returned to work on July 17, 1915. Executive Board Member Fred Fay was in direction of this situation. The arbitration award has not yet been rendered.

#### Death, Disability and Old Age Claims

During the past term we have paid eight hundred and fifty-four (854) death, disability and old age claims. The amount paid in death claims was three hundred and fifty-six thousand, six hundred and thirty-seven dollars and eighty-eight cents (\$356,637.88); the amount paid in disability claims was fourteen thousand, fifty dollars (\$14,050.00); the amount paid in old age claims was one thousand, six hundred dollars (\$1,600.00), making a total paid in death, disability and old age claims of three hundred and seventy-two thousand, two hundred and eighty-seven dollars and eighty-eight cents (\$372,287.88).

The name of each member to whom benefits have been paid has been published in the "Motorman and Conductor" each month and again each six months, with the General Executive Board's Report, and I will therefore omit reiterating these names again in this report.

The claims have been paid through Divisions as follows:

	Claims
Div. No. 19, Colorado Springs, Colo.....	3
Div. No. 22, Worcester, Mass. ....	12
Div. No. 26, Detroit, Mich. ....	21
Div. No. 52, East Liverpool, Ohio.....	3
Div. No. 78, Galveston, Texas ....	2
Div. No. 85, Pittsburgh, Pa. ....	51
Div. No. 89, New Castle, Pa. ....	1
Div. No. 90, Mt. Clemens, Mich. ....	1
Div. No. 98, Akron, Ohio ....	3
Div. No. 99, Winnipeg, Manitoba ....	3
Div. No. 101, Vancouver, B. C. ....	8
Div. No. 103, Wheeling, W. Va. ....	8
Div. No. 107, Hamilton, Ont. ....	5
Div. No. 109, Victoria, B. C. ....	4
Div. No. 111, Ypsilanti, Mich. ....	3
Div. No. 113, Toronto, Ont. ....	12
Div. No. 114, Youngstown, Ohio ....	2
Div. No. 118, Pottsville, Pa. ....	2
Div. No. 125, Belleville, Ill. ....	5
Div. No. 132, Troy, N. Y. ....	15
Div. No. 134, New Westminster, B. C. ....	5
Div. No. 148, Albany, N. Y. ....	9
Div. No. 163, Meriden, Conn. ....	2





gas bascellus infection; one (1) gastric cancer; one (1) gastric carcinoma; two (2) gastric ulcer; eighteen (18) gunshot and bullet wounds, thirteen (13) self-inflicted and five (5) accidental; seventy-two (72) heart disease, organic heart disease, valvular heart disease, heart failure, enlargement of heart, mitral disease of heart, regurgitation of heart, neuralgia of heart, dilatation of heart, cardiac dilatation, hypertrophy of heart, valvular insufficiency, mitral insufficiency and fatty degeneration of heart; two (2) hemiplegia; twenty-six (26) hemorrhages, pulmonary hemorrhage, cerebral hemorrhage, hemorrhage due to gastric ulcer, hemorrhage of brain, hemorrhage from the lungs, hemorrhage due to rupture of an aneurysm and hemorrhage from ulcer of duodenum; one (1) hemorrhagic encepholitis; one (1) hepatitis; one (1) inanition; two (2) indigestion; one (1) infection on leg; one (1) inflammation of stomach; one (1) insanity; eleven (11) intestinal trouble, intestinal rupture, intestinal perforation, intestinal obstruction, intestinal carcinoma and intestinal ulceration; two (2) kidney trouble; four (4) lagrippe and influenza; one (1) leucæmia; nineteen (19) liver trouble, rupture of liver, enlargement of liver, carcinoma of liver, congestion of liver, cancer of liver and cirrhosis of liver; one (1) Ludwig's angina; one (1) melancholia with maniacal attacks; eight (8) meningitis; twenty-five (25) myocarditis; one (1) nervous exhaustion; one (1) neuritis, caused by jarring of cars (disability); two (2) old age; one (1) operation of appendix; two (2) operation for bladder trouble; five (5) paralysis; six (6) paresis; six (6) pericarditis; thirteen (13) peritonitis; six (6) pernicious anæmia; two (2) pleurisy; eighty (80) pneumonia, lobar pneumonia, pleuro-pneumonia, typhoid pneumonia and broncho-pneumonia; one (1) poison taken by mistake; one (1) poisoning by charcoal fumes while asleep, accidental; one (1) pyloric obstruction; one (1) psoas abscess; one (1) pulmonary abscess; two (2) rectum trouble; one (1) rheumatic arthritis; one (1) rheumatism; one (1) sarcoma of left leg; one (1) sarcoma of neck; one (1) sarcoma of pelvis; two (2) scarlet fever; one (1) septicæmia; four (4) shock following operations from swelling and inflammation of glands; one (1) shock from internal hemorrhage due to being struck in a quarrel; one (1) spleno myelogenous leukemia; one (1) spinal sclerosis; one (1) stomach trouble; sixty-one (61) street car accidents, forty-one (41) having died and twenty (20) being disabled; two (2) steam railroad accidents, one (1) being struck by train while on way to work (disability), and one (1) having died; one (1) suicide by taking carbolic acid; three (3) suicide, strangulation by hanging; two (2) tabes dorsalis; one (1) tetanus, resulting from injuries in street car accident; two (2) tonsillitis; one (1) toxæmia; one (1) tranverse myelitis; one (1) tubercular peritonitis; one hundred and seventy-three (173) from tuberculosis, pulmonary tuberculosis, consumption, phthisis Florida, phthisis pulmonalis, tuberculosis pulmonalis, incipient phthisis, odema of lungs, laryngeal tuberculosis, pulmonary oedema,

tuberculosis of lungs, tubercular meningitis, congestion of lungs, tuberculosis of intestines and tuberculosis of the stomach; fifteen (15) typhoid fever; two (2) ulcer of the stomach and five (5) uræmia.

At the 1st of August, 1913, we had in the Death and Disability Benefit Fund seventy-seven thousand, three hundred and fifty-three dollars and forty-six cents (\$77,353.46). Since that date we have paid out in death, disability and old age benefits, three hundred seventy-two thousand, two hundred and eighty-seven dollars and eighty-eight cents (\$372,287.88). Now, after meeting and paying every legitimate claim, we have to the credit of this fund one hundred forty-eight thousand, two hundred and forty dollars and seventy-one cents (\$148,240.71).

I do not think it would be out of place at this time to give you the complete history of the amount which has been paid in death, disability and old age benefits by the International Association up to date.

Year.	Amount.
1896 . . . . .	\$ 200.00
1897 . . . . .	375.00
1898 . . . . .	400.00
1899 . . . . .	550.00
1900 . . . . .	675.00
1901 . . . . .	1,150.00
1902 . . . . .	1,525.00
1903 . . . . .	7,200.00
1904 . . . . .	15,850.00
1905 . . . . .	13,300.00
1906 . . . . .	13,900.00
1907 . . . . .	18,100.00
1908 . . . . .	18,000.00
1909 . . . . .	18,300.00
1910 . . . . .	22,700.00
1911 . . . . .	25,400.00
1912 . . . . .	114,950.00
1913 . . . . .	138,200.00
1914 . . . . .	200,093.00
1915, from January 1 to July 31 . . . . .	117,294.88

Total . . . . . \$728,162.88

#### Sick and Death Benefits Paid by Local Divisions

In order to inform you as to what our Association is doing through its local divisions I have gathered the reports from the local divisions for the last two (2) years on the amount of moneys expended for sick, death and disability benefits by the local divisions from their local treasuries independent of the amount which has been spent by the International Union.

The reports here given are for the years of 1913 and 1914, commencing with January 1 and ending with December 31 of each year.

#### Death Benefits

The reports of the local divisions show that thirty-three (33) divisions pay death benefits in some form or another from their local treasuries to their membership.

This report shows that during the year 1913 these local divisions paid out sixty-four thousand, five hundred and ninety dollars and twenty-nine cents (\$64,590.29). In 1914, they paid out in death and disability benefits, one

hundred fourteen thousand, four hundred and twenty-two dollars and forty-six cents (\$114,422.46), making a total paid during the two (2) years in death and disability benefits from the treasuries of the local divisions, one hundred seventy-nine thousand, twelve dollars and seventy-five cents (\$179,012.75). The manner in which this is paid to the membership varies in the different divisions. Thirteen (13) divisions assess their membership one dollar (\$1.00) a piece in case of death, which is paid to the beneficiary; one (1) division assesses its members two dollars (\$2.00) a member; one (1) division assesses fifty cents (\$.50) a member in case of the death of a member who has been less than six (6) months in the division and over six (6) months in the division they assess one dollar (\$1.00) and pay the same to the beneficiary; two (2) divisions assess all members twenty-five cents (\$.25) a piece on the death of a member; one (1) division pays one hundred fifty dollars (\$150.00) direct to the beneficiary after three (3) years' membership in case of death of a member; one (1) division pays one hundred dollars (\$100.00) on a member less than a year and two hundred dollars (\$200.00) on a member over a year; one (1) division pays one hundred dollars (\$100.00) on a member less than six (6) months, from six (6) months but less than one (1) year's membership one hundred fifty dollars (\$150.00) and for over one (1) year two hundred dollars (\$200.00); two (2) divisions pay one hundred dollars (\$100.00) in case of the death of a member; one (1) division pays fifty dollars (\$50.00); three (3) divisions pay twenty-five dollars (\$25.00) on the death of a member's wife and one (1) division pays fifteen dollars (\$15.00); three (3) divisions levy assessments of fifty cents (\$.50) each in the case of the death of a member's wife and pay same to the beneficiary; one (1) division levies an assessment of twenty-five cents (\$.25); two (2) divisions pay to a member twenty-five dollars (\$25.00) on the death of a child; one (1) division pays ten dollars (\$10.00); four (4) divisions levy an assessment of twenty-five cents (\$.25) a member in case of death of a child, and one (1) division pays to the beneficiary on the death of a member a sum in conjunction with the International benefit that will bring amount to one thousand dollars (\$1,000.00).

#### Sick Benefits

The reports which have been gathered show that eighty-one (81) divisions pay sick benefits in different forms to their membership.

For the year of 1913, these divisions paid out in sick benefits to their members, twenty-nine thousand, one hundred and forty dollars and thirty cents (\$29,140.30). For the year of 1914, they paid out fifty-six thousand, eight hundred and seventy-seven dollars and sixty-two cents (\$56,877.62), making a total for the two (2) years paid in sick benefits, eighty-six thousand, seventeen dollars and ninety-two cents (\$86,017.92). The benefits as paid by the local divisions vary in amounts. One (1) division pays two dollars (\$2.00) a week; ten (10) divisions pay three dollars (\$3.00) a

week; two (2) divisions pay three dollars and fifty cents (\$3.50 a week); six (6) divisions pay four dollars (\$4.00) a week; thirty-one (31) divisions pay five dollars (\$5.00) a week; seven (7) divisions pay six dollars (\$6.00) a week; two (2) divisions pay seven dollars (\$7.00) a week, and seven (7) divisions pay nine dollars (\$9.00) a week. These benefits are usually for a period of thirteen (13) weeks, but some of them longer. One (1) division pays seven dollars (\$7.00) a week for twelve (12) weeks and four (\$4.00) a week for the next twelve (12) weeks. One (1) division pays ten dollars (\$10.00) a week for a limited number of weeks; one (1) division pays seven dollars and fifty cents (\$7.50) per week for the first two (2) weeks and five dollars (\$5.00) per week for the next five (5) weeks; one (1) division pays one dollar (\$1.00) a day after one (1) week's sickness for twenty-five (25) days; two (2) divisions pay one dollar (\$1.00) a day after one (1) week's sickness during the illness; one (1) division pays three dollars (\$3.00) a week for the first three (3) weeks, four dollars (\$4.00) a week for the next four (4) weeks and five dollars (\$5.00) a week for the next ten (10) weeks of sickness; one (1) division pays four dollars (\$4.00) a week for the first thirteen (13) weeks, three dollars (\$3.00) per week for the next thirteen (13) weeks and two dollars (\$2.00) per week for the remainder of the year; one (1) division pays two dollars (\$2.00) per week for the first five (5) weeks and one dollar (\$1.00) per week for the next thirteen (13) weeks of sickness, and seven (7) divisions donate to their members. In addition to the amount here given, there was donated for sickness, two thousand, eight hundred and forty-nine dollars and fifty-five cents (\$2,849.55). This makes a total in sick benefits for the two (2) years of eighty-eight thousand, eight hundred and sixty-seven dollars and forty-seven cents (\$88,867.47).

#### Total of All Benefits Paid

There has been paid by the International Union for death, disability and old age benefits, three hundred seventy-two thousand, two hundred and eighty-seven dollars and eighty-eight cents (\$372,287.88). There has been paid by local divisions in death benefits, one hundred seventy-nine thousand, twelve dollars and seventy-five cents (\$179,012.75). There has been paid by the local divisions in sick benefits, eighty-eight thousand eight hundred and sixty-seven dollars and forty-seven cents (\$88,867.47). This would make a grand total paid out by the organization as a whole in sick, death, disability and old age benefits of six hundred forty thousand, one hundred and sixty-eight dollars and ten cents (\$640,168.10).

#### Appeals of Members Against Their Local Divisions

During the past term I have received thirty (30) appeals from the members of the various Local Divisions. In the consideration of these appeals I have sustained the Divisions in twenty-five (25) cases and in five (5) I have reversed the decision of the Divisions and upheld the appeals. One (1) appeal was re-

ceived in which two Divisions appealed for a ruling to settle the question of seniority of their membership over certain lines. The members of Div. No. 125, Belleville, Ill., appealed against the infringement of their seniority rights by the members of Div. No. 236, Alton, Ill.

In following out the laws I have referred all these appeals to the General Executive Board for their approval or disapproval.

Upon the question of appeals I would again call the attention of the local divisions to the necessity of following more closely the laws upon this subject. I would also request of the individual members that before submitting their appeals to the International Office that they have a frank discussion with the Executive Board of their Division. If this was done many of the appeals which reach the General Office could be adjusted by the local divisions without ever being referred or appealed.

### Bonding of Officers

During the past term we have issued eight hundred and seventy-one (871) bonds to the officers of the various local divisions covering treasurers, financial secretaries and dues collectors.

In general our system of bonding has developed and the majority of our local officers have become familiar with the plans of the same. However, there are some yet who are indifferent in regard to making the reports of their audits, which is important and necessary.

During the past term we have had two (2) cases of defalcation, one in Division No. 26, Detroit, Mich., and one in Division No. 389, Mansfield, Ohio. The amount of defalcation in Division No. 26 was two thousand, eight hundred and fifteen dollars and four cents (\$2,815.04) and in Division No. 389 the amount was six hundred forty-seven dollars and thirty-three cents (\$647.33). The case in Division No. 26 we took up with the officers and after considerable negotiations a settlement of the same was reached, a full report of which has been made to the General Executive Board. In the case of Division No. 389, the Secretary has been arrested and bound over to the Grand Jury, and at the present time there are negotiations on looking to a settlement of the matter.

The total reports of the Bonding Department are as follows:

Balance, July 31, 1913.....	\$2,219.78
Receipts, August 1, 1913, to July 31, 1915 .....	3,844.39
	<u>\$6,064.17</u>
Expenditures, August 1, 1913, to July 31, 1915 .....	3,682.64
Balance, July 31, 1915.....	<u>\$2,381.53</u>

Now, at the time we adopted and put into operation our bonding system we had no past experience to guide us and simply had to make our laws and wait the developments by experience before we could fully draft our laws to cover the operation of the same.

During the past two years we have noted carefully the defects in these laws, and after following the advice of attorneys whom we have consulted in this matter, I would recommend the following changes in these sections to place them in proper working order and make them effective. The recommendations of changes are as follows:

Section 149 be changed to read as follows:

Section 149. In order to establish a safe and sound bonding arrangement by which bonds can be issued to all of the financial officers of local divisions of this Association and the finances of the local divisions placed under an auditing supervision that will guarantee and protect all the funds of the local division, this Association does hereby establish this Bonding Indemnity Department as a part of the Association and through which all financial officers of the local divisions of the Amalgamated Association of Street and Electric Railway Employees of America shall be bonded.

Section 150 be changed to read as follows.

Section 150. All financial officers of the various local Divisions shall file their applications and secure their bonds upon the commencement of their term of office, as these By-Laws require, and all moneys received from the bonding of officers shall be kept in a separate fund for the purpose of protecting the local Divisions against defalcations of financial officers, and for the payment of such indemnities as may come due under the arrangements of this department. Fees for all bonds shall be paid to the International Association through the International President and held the same as other funds of the Association. This fund shall be under the direction of the General Executive Board, in like manner with the other funds of the Association, with the understanding that this fund is to be used only for the payment of indemnities that may fall due under the provisions of this Indemnity Department, as provided for in this Constitution and General Laws, with the exception as hereinafter provided. The General Executive Board is empowered to borrow money from the general fund to assist this fund at any time it may become necessary. After a fund is established sufficient to protect the bonded interests of the local Divisions, the General Executive Board shall, from time to time, transfer profits, if there be any, from this fund to the fund of the Department of Death, Disability and Old Age Benefits of this Association. From the Indemnity Fund shall be paid all expenses in connection with the operation of the Bonding Indemnity Department, including printing, clerk hire and all legal expenses in connection with the said department.

Section 152 be changed to read as follows:

Section 152. The bonds granted under these provisions shall be made in the name of the A. A. of S. & E. R. E. of A. and payable to the local Division of which the officer or officers are members, and each officer's application shall be made and executed separately and the bond issued to the local Division for the same. All bonds will be issued to expire at 12 o'clock noon on January fifteenth (15th)

of each year. This is done to give ample time for newly elected officers to be provided with bonds for the current year. In case of a vacancy in any office for which a bond has been secured, the bond shall be transferred to the officer taking his place without any additional cost to the Division. When such transfers are to be made, the Recording Secretary of the Division shall notify the General Office and ask for an application for transfer of bond and also for a new application for bond to be filled out by the new officer. These blanks shall be properly filled out and returned to the General Office, when a new bond will be issued and forwarded to the Division for the new officer, but before this bond can be transferred it is necessary for the local Division to have an audit of the retiring officer's accounts made and the audit reported to the General Office on the regular audit report blanks, showing that the accounts of the retiring officer have been found correct.

New section to be added to be known as Section 154, the same to read as follows:

Section 154. The Board of Auditors to audit the books, bills and accounts of the financial officers of the local Divisions shall consist of three (3) members, who shall either be elected or appointed by the President of the Division. Their term of office shall be for the same period as the other officers of the Division, and any auditor neglecting his duties and failing to attend one audit without satisfactory excuse shall be removed and another member appointed in his place. Divisions that desire may employ chartered accountants to audit their books, bills and accounts, and when such chartered accountants are employed they shall take the place and do the work as specified for and by the Board of Auditors. The Auditing Board shall the first of each quarter, as defined in Section 155 of these laws, take up and completely audit the accounts of each financial officer of the Division and fill out the regular report blanks of the Association, deliver same to the Recording Secretary and make a proper report to the Division by the tenth (10th) day of the month. If the auditors find any shortage, discrepancies, or irregularities in the books of the financial officers they shall report the same at once to the members of the Division and the Recording Secretary shall make a report of the same to the General Office of the Association, and any neglect of this upon the part of the Auditors shall subject them to censor and removal from office.

Section 154 to become Section 155, and to be changed to read as follows:

Section 155. The Local Division, at the end of each three (3) months, shall have an audit made of the books and bills of the Financial Secretary and Treasurer. The auditing committee shall inspect and audit the books of the dues collectors and report upon them. Dues collectors must square all accounts with the Financial Secretary on or before the thirtieth (30th) day of each month, and their books must show the same. The Auditors' report then must be filled out upon the regular blanks which will be supplied from the General Office, and forwarded to the Inter-

national President. The report shall be countersigned by the President and Recording Secretary of the Division. This report will specify the amount of moneys on hand at the end of the last audit, moneys received for dues, assessments, initiations, and from all other sources during the period, also expenditures for enrollment fees, per capita tax, supplies to the General Office and amount expended for other purposes, and a letter from the bank in which the Division's funds are deposited, stating the amount on deposit, with the number of members initiated and suspended, as the blank requires. The auditing quarter shall end with the last day in March, June, September and December, and the audit must be made and reported to the General Office by the fifteenth (15th) day of the following month. Divisions not reporting by that date will be sent the following notice by registered letter, addressed to the President and Recording Secretary:

I take this means of informing you that the audit report of your Division for the quarter ending.....has not been received as the laws of the Association require. You are aware that Section 155 of the Constitution and General Laws specifies this report must be filed on or before the 15th of ..... You yet have until the 30th of.....to comply. If your report is not received by that date, your bonds will thereby be cancelled, as these laws provide.

This is the only notice necessary. If this notice is not responded to and the audit report sent by the thirtieth (30th) day of the month, as specified, the bonds are hereby annulled and the Division will not be entitled to or paid any indemnity under the same. After the bonds of a local Division have been annulled the Division may have them renewed if they make application within three (3) months and send in the additional reports covering the period not reported for, providing there is no financial shortage of any of the bonded officers and that the reports are correct, by paying a reinstatement fee of twenty-five cents (25c) on the dollar for each dollar the original bonds cost when issued to the Division. After the period of three (3) months has elapsed annulled bonds will not be renewed, and the Division in order to secure bonds for officers will have to make a new application and pay the full amount of the cost of the bonds as specified for new bonds in these laws.

Section 155 in Constitution to become Section 156, and to be changed to read as follows:

Section 156. In case of the defalcation or shortage of any officer bonded under the provisions of these laws, it is the duty of the local Division to at once have an audit of the officer's accounts made and to notify the International President, giving him full information as to the amount of the shortage, officer's name and conditions of the case. The officers of the local Division will carry out the instructions of the International President as soon as received and at his request, or at the request of any International Officer sent to

handle the case, they will swear out warrants for the arrest of the defaulting officer, or officers, and assist in the prosecution in every way possible, the Bonding Department to meet and pay all the legal expenses in connection with the prosecution and handling of the case.

New section to be added to be known as Section 157, the same to be as follows:

Section 157. It is the duty of the President, Recording Secretary and Executive Board of the local Division to see that the auditors of the Division properly perform their duties and that there is an audit made of the accounts of the financial officers of the Division each quarter, as the laws provide, and that the reports on the regular quarterly audit blanks of the Association are made out and signed by the auditors and a copy of the same placed in the hands of the Recording Secretary, whose duty it is to forward the same to the General Office each quarter. Any neglect on the part of the above officers to carry out the laws as this section requires may cause the annulling of the bonds and the loss of indemnity to the Division.

Section 156 in the Constitution to become Section 158.

Section 157 to become Section 159, and to be changed to read as follows:

Section 159. The Recording Secretary of the local Division shall before the commencement of each term write to the International Office and secure a sufficient number of blank applications for bonds for each of the financial officers of his Division, and he shall call to the attention of the President and Executive Board and see that they properly fill out and forward these applications with the necessary funds to cover the cost of the same to the International Office and that when the bonds are returned to the Division they are properly and safely filed away in a secure place in order to properly protect the Division against any financial loss from neglect or defalcation of its officers.

New section to be added to be known as Section 160, to read as follows:

Section 160. The cost of bonds for one year to Local Divisions is as follows:

Amount of bond.	Cost.
\$100.00 . . . . .	\$1.25
\$200.00 . . . . .	2.00
\$300.00 . . . . .	2.75
\$400.00 . . . . .	3.50
\$500.00 . . . . .	4.00

Fifty cents (50c) per hundred for each additional one hundred dollars up to \$20,000.00.

Bonds issued at any time during the period from January 1 to July 1 will be paid for at the rate of premium for one year; bonds issued after July 1 for the remaining six months, or less than a year, shall be issued at one-half the specified premium charged for one year.

New section to be added, to be known as Section 161, the same to read as follows.

Section 161. All funds of the local Divisions shall be deposited in a bank, or banks, that the local Division may select; the funds to be placed in the name of the Association, only to be drawn out upon drafts signed jointly by the Treasurer, the Recording Sec-

retary and President of the Division.

A new section to be added, to be known as Section 162 to read as follows:

Section 162. The International President has the authority and right at any time he feels that the financial affairs of any Division are not properly being handled to in person, or through a deputy, make an investigation, and to appoint a special auditor or accountant to go over the books and accounts of the financial officers of the Division and to make a report on the same. Should he find after this investigation that there are discrepancies or that the books are not properly handled or kept, or that there is a shortage of any kind, he shall notify the Division and request that the books and accounts of the Division shall be placed in proper shape and properly handled and taken care of, and, if necessary, ask for the removal of such financial officer. In case of such request being made upon the local Division and they refuse to comply with his instructions, he shall have the authority and the right to at once annul the bonds of said Division and report the facts to the General Executive Board of the Association.

### Laws

During the past terms we have carefully watched the workings of our laws and noted the sections that have been defective and those that have not been clear or properly understood by the officers and members of the Local Divisions, and I am hereby bringing those parts of the laws up for your consideration and making recommendations that will, in my opinion, clarify them and place them in proper shape for the guidance of our Association in the future.

### International Vice-Presidents

Our laws covering the duties of International Vice-Presidents do not specify any rate of wages for this line of officers, which has led to some misunderstanding in the past, and I would recommend that the section be amended to read as follows:

Section 25. It shall be the duty of the International Vice-Presidents, when requested to do so, to render such assistance as within their power in assisting the International President in conducting the work of the Association. They shall receive as a compensation for their work \$6.00 a day, and when called out upon the road to do work away from their homes they shall receive an extra compensation of \$3.00 a day for hotel expenses. In addition, they shall be allowed their railroad and traveling expenses. It shall be the duty of Vice-Presidents when working under the instructions of the International President, to fill out the report blanks that are required of the Executive Board members and other officers of the Association.

### By-Laws

In order to make the laws clear and specific, and prevent misunderstandings as

to Local By-laws, I would recommend that Section 38 be amended and changed to read as follows:

Section 38. The by-laws and rules of Local Divisions shall be read at two regular meetings of the Division before adoption, and they shall be adopted by a two-thirds vote of the membership voting; and after adoption by the Local Division they shall be forwarded to the International President for approval before going into effect. Any provisions of law in local by-laws that conflict with the general laws of the Association as specified by the General Constitution of the same are void.

#### Per Capita Tax

During the past term we have had misunderstandings with some of the Division financial secretaries as to the interpretation of the laws providing for the payment of per capita tax. The secretaries have taken the position that under the strict interpretation of Section 54 of the General Laws that they had until the tenth day of the fourth month before it was necessary for them to pay their per capita tax to the International Association. This has led to confusion and trouble both to the Local Division and the General Office. The intent of this law has been understood by the majority of the financial secretaries, and yet as printed it is not clear and that has led to the confusion and misunderstanding that has arisen during the term, and in order that there may be no misunderstanding in the future, I would recommend that the laws governing the payment of per capita tax as provided from Section 52 to and including Section 55 be rearranged and revised as follows:

#### Per Capita Tax.

Section 52. The L. T., through the financial secretary of the L. D., shall send per capita tax and moneys owed for enrollment and supplies to the I. P. on the first of each month for the month preceding. Moneys owed the Association for enrollment and supplies shall be considered the same as per capita tax, and the Division failing to pay them shall be subject to the same penalties as are provided for the non-payment of per capita tax.

Section 53. Special assessments when levied by the Association will be sent to the I. P. made out separately upon the regular monthly report blanks and specifying that the report is for the special assessment.

Section 54. Upon a Division of this Association becoming two (2) months or over in arrears for per capita tax, or enrollment, or supplies, the I. P. shall send a registered letter to the financial secretary and one to the president of the L. D. notifying them of the Division's arrearage, and it shall be the duty of the local president upon receipt of this letter to notify the membership of the Division of their arrearage to the General Organization, and this shall be considered proper notification of the Division's arrearage and no other notice is necessary.

Section 55. Any L. D. three (3) months or over in arrears to the A. A. of S. & E. R. E. of A. for per capita tax, or enrollment, or supplies, shall be declared in bad standing and the membership of the Division will not be entitled to Strike, Lockout, Funeral, Disability or Old Age Benefits, or any other benefits provided for in this Constitution and By-Laws, and if the Division does not pay up all of its arrearages on or before the tenth day of the fourth month it does thereby suspend itself and the membership enrolled under the Division from any further membership in this Association, and in case of reinstatement of the Division and its membership after such suspension, the members will commence as new members in the Association.

Section 56. The money for per capita tax, enrollment and supplies shall be held as a standing appropriation and an order for the same shall be signed by the president and secretary without a vote of the L. D. No per capita tax cards shall be returned to the General Office. The loss for neglecting to report members suspended, withdrawn, or out of the Division, shall be borne by the L. D.

Section 57. All Constitutions, badges and other supplies shall be furnished by the International Office and forwarded to the Local Divisions in good standing when ordered by the same, the same to be paid with the monthly reports, and Divisions failing to pay for their supplies will be subject to the same penalties as provided for the non-payment of per capita tax.

#### Members of Disbanded Divisions

Section 45, which provides for the members of disbanded Divisions being transferred to the membership at large, is not clear and definite, and I would recommend that that section be amended and changed to read as follows:

Section 45. The members in good standing of a lapsed or disbanded Division who desire to retain their membership in the Association may do so by writing the General Office, giving name and address and requesting that their membership be transferred to the membership of the Association at large, as provided in Section 135 of this Constitution. Upon such notice being received at the General Office the members will be transferred and in the future they will pay their dues and come under the provisions of the law providing for membership at large, and remain under that provision until their Division has been reorganized or a new one established, or until they enter employment on lines where there is an established Division of the Association that they can be transferred to.

#### Date of Membership

Section 46, which provides for the date of entering and enrolling new members on the books of the Association, is not clear, and as written has caused more or less confusion, and I would recommend that the section be amended to read as follows:

Section 48. Monthly dues shall be charged

on the books of the L. D. for each member from the first day of each month. Members joining the Association during the month will be entered as members and charged dues as follows: Members joining up to and including the twentieth day of the month shall pay the regular dues for that month and be entered on the books of the L. D. and sent for enrollment to the General Office dating the first day of that month, their membership in the future to date from the date of enrollment. Members joining after the twentieth day of the month will be entered on the books of the L. D. and sent for enrollment as having joined on the first day of the coming month, and they will commence the payment of their dues, and their membership will date from that date.

The Qualification of Membership, as provided for in Section 56, is not entirely clear, and Section 57 is confusing upon the point of withdrawal cards for members who have taken official positions and contains some provisions that were made by the last Convention which expired on January 31, 1914, and in order to make these laws conform to the policy of the Association, I would recommend that the two sections be revised to read as follows:

#### **Qualification of Members**

Section 56. The membership of this Association shall be composed of street and electric railway employees. A candidate to be admitted to membership in any L. D. of the A. A. of S. & E. R. E. of A. must be of good moral character, in good and sound health, and a competent workman in his line of work. He must be working at the occupation in some capacity in which he is eligible to membership at the time he applies and is initiated into membership in the Association.

Section 57. No manager, superintendent, foreman, or other officer of a street and electric railway, having the working rules and regulations of the company to enforce over the employees can become a member of this Association. Where members of this Association are appointed to such official positions as above described, they shall withdraw from membership in the Association by taking out a withdrawal card; the said withdrawn member becoming subject to the laws as provided for withdrawn members in this Constitution. Where members of this Association in good standing are appointed to such minor positions as starter, dispatcher, time-keeper, inspector, streetman, or barn, shop and track foremanship, working with their fellow workers, and having not the power of discipline, in the way of hiring, suspending, or discharging employees, they may retain their membership in this Association by paying their dues and keeping themselves in good standing as the laws of the Association require, but, while holding such positions, they shall not attend the meetings of the Division or participate in or take part in the work of the Association insofar as its

negotiations or dealings with the company are concerned. Any violation of this provision by members holding these minor positions shall subject them to suspension from the Association by the L. D.

#### **Admission of Members**

Sections 63, 64 and 65, upon the admission of new members, are not clear and do not properly specify how members shall be admitted. I therefore would recommend that these three sections be stricken out and the following two sections inserted to take their places:

#### **Admission of Members**

Section 63. Any street and electric railway employe who desires to become a member of any L. D. of the A. A. of S. & E. R. E. of A. must fill out the regular application blank, giving name in full, age, address, state what he is employed at, and sign the same. The application must be presented with full initiation fee and be certified to by two members in good standing as to the applicant's fitness to become a member.

Section 64. Every candidate proposed for membership must be waited upon by a committee of three members, who shall examine into his qualifications and also examine into the conditions of his health. They must be satisfied that the applicant is in sound health and not liable to become a burden upon the Association before recommending him to the Division. In case there is any doubt after the investigation as to the applicant's health, they shall report this matter to the Division and a physician's certificate specifying as to the condition of the applicant's health shall be secured, and he must be shown to be in sound health before he can be admitted to membership. The committee may report at the same meeting in which the candidate is proposed for membership, providing they find him in sound health and qualified under the laws of the Association to become a member.

#### **Dues, Suspensions and Reinstatements**

Sections 78 and 79, which cover the payment of dues, assessments and suspensions, as now written are confusing and have been the source of much misunderstanding and dissatisfaction during the past term. First, that portion of these laws which provides for the reporting of delinquent members to the General Office for suspension, is confusing. Some secretaries report members at the end of one month, for suspension, and this is one month earlier than the laws provide. During the month this member will pay and in the next month the secretary will report him in good standing. The record of each member in the General Office is kept upon a card, and in order to properly preserve these records they must be written in ink. Now, when the report of suspension comes in and the General Office suspends a member it is so recorded on the card. If, on the next month, he is reported in good standing this record has to be erased, or the card destroyed and a new one made.



This causes a great amount of unnecessary work and confusion and does the member an injustice by suspending him contrary to our laws, and it is a work that is unnecessary if the laws were clear and followed by the financial secretaries upon this point. No member should be suspended until he has constitutionally suspended himself. Some locals claim they do this because of the per capita tax. This point cannot be considered. It is a part of the system of our Association, and in order to do justice to our membership the law should be clearly carried out. Again, the laws do not have any specific arrangement for the reinstatement of members who are suspended, and in that I consider them weak and confusing both to the General Office and the Local Divisions, and in the draft that I am hereby submitting I have provided how a member shall pay his dues and assessments, and when he shall be suspended and how he can be reinstated, and I would recommend that Sections 78 and 79 be stricken out and the following three sections substituted for these two:

#### **Dues, Suspensions and Reinstatements**

Section 78. All dues and assessments of the members of this Association are due and payable on the first day of each month for that month, and all moneys owed the Association by a member shall be considered as dues and come under the same terms for collection of dues, without other arrangements are made. They must be paid by the fifteenth of the month in order to continue the member in good standing. The member, on paying his dues, shall receive from the F. S. a working card as a receipt, which is evidence of his standing in the L. D. A member in arrears for his dues and assessments after the fifteenth day of the month is not in good standing and not entitled to sick, death, disability, or old age benefits, or to the protection of the Association in any manner whatsoever, and where a member allows his arrearage in dues and assessments to run into the second month before paying the same he shall be debarred from benefits for one month after payment. Where a member allows his arrearage for dues and assessments to run over the thirtieth day of the second month without payment he does thereby suspend himself from membership in this Association. Where agreements provide that members must be in continuous good financial standing the member in arrears one month may be suspended from membership and removed from employment in compliance with the terms of the agreement.

Section 79. The Financial Secretary at the last meeting in each month shall read out the names of all members in arrears for dues and assessments and where the arrearage of any member has reached the thirtieth day of the second month, he shall be reported to the Division as having suspended himself from membership for the non-payment of dues. The Financial Secretary shall then report this member to the General

Office for suspension and the General Office shall record the member as having suspended himself from membership in the Association for the non-payment of dues and drop his name from the rolls, except where members are suspended in compliance with the terms of agreements, and in such cases the members may be reported by the Financial Secretary after the period of one month and be dropped from the rolls of membership as having refused to pay his dues.

Section 80. A member who has suspended himself for the non-payment of dues and desires reinstatement into the Association within six months after he became in arrears may do so, providing he is in sound health and there are no other charges against him but that of being suspended for the non-payment of dues, by applying to the Financial Secretary of the L. D. and pay up all his arrearage and paying in addition seventy-five cents a month for each month that he has been in arrears as a reinstatement fee. The Financial Secretary, when reporting this member to the General Office for reinstatement, shall forward all per capita tax and assessments which are due the General Association on the member and in addition he shall forward fifty cents a month for each month that the member was suspended, as shown by the books of the Local Division, as a reinstatement fee; the additional twenty-five cents a month of the reinstatement fee to go into the treasury of the Local Division. If the Local Division so desires they can remit this twenty-five cents a month to the member, this being optional with the Division. All reinstatement fees shall go into the Death, Disability, and Old Age Benefit Fund. Upon the receipt of all back per capita tax and assessments and the fifty cents a month reinstatement fee at the General Office the member's name will be restored to the Division's membership roll and the member reinstated and placed in continuous good standing in the Association according to the conditions of his membership prior to the time of his suspension. A suspended member being in arrears for dues and assessments for over six months cannot reinstate himself into membership. If he desires to again join the Association he will do so subject to such penalties as the Local Division may determine upon, but he must come in and be enrolled as a new member.

#### **Funeral, Old Age and Disability Benefits**

During the past term we have noted carefully the defects in connection with the laws covering benefits, and especially those sections on which technical claims were based. There have been some who claim that a member, regardless of his age, was entitled to one of these benefits, and other points have been raised which make it necessary that we should attempt to make these laws as clear and specific as possible, and I would recommend, in order to do that, the following:

First, that Section 83 be revised to read as follows:

Section 83. Members of this Association, after one year of continuous membership in the Association, shall be entitled to one of the following benefits: Funeral, Total Disability, and Old Age after twenty years of continuous membership and reaching the age of sixty-five, providing they have complied with the laws of the Association and are in good financial standing and that the Local Divisions to which they belong are in good financial standing and have complied with the laws and rules laid down in the Constitution and Laws of this Association.

Section 85. A member to be in good standing in order to receive his Funeral, Total Disability or Old Age Benefit, or the other benefits of this Association, must be properly initiated into the Local Division in which he holds membership and be enrolled in the General Office of the Association and granted a certificate of membership setting forth the date of his initiation into the Association. The date as recorded in the General Office and set forth upon his certificate of membership is the date by which his benefits will be paid. He must also have all dues, fines and assessments levied in compliance with the laws of the Association paid on or before the fifteenth (15th) day of each month, and the Local Division of which he is a member must be in good standing, having all per capita tax and assessments paid, as required by the laws of the Association, with the International Organization.

Section 88. No death or disability claim shall be allowed or paid to a member whose death or disability has been caused while on duty as a soldier, volunteer militiaman, policeman or paid city fireman, or from wounds, sickness or disease contracted while in such service, or in any other hazardous or prohibitive occupations as defined by insurance companies. Neither he, nor any person for him, shall have any claim on the funds of this Association. But nothing in this section shall be construed to exclude any member who has received his injuries, sickness, or cause for death or disability in the active service of any department of any street or electric railway company.

#### Total Disability Benefits

During the past we have had a great deal of trouble in explaining to our membership that our total disability benefits are only provided for members working at the occupation as a street and electric railway employee. You would be surprised to know some of the claims that members set up as a pretext to secure total disability benefits, and, under the present laws, it has been almost impossible to get them to understand that our disability benefits have been established for the sole purpose of protecting our membership who are following the occupation of street and electric railway workers and not for other reasons or causes.

There is the necessity of clearly explaining these matters in the laws, and I would recommend that the following section be substituted to take the place of Section 97 to read as follows:

#### Total Disability Benefits

Section 97. Total disability benefits are hereby established for the protection of the members of this Association who are engaged in and working at the occupation of a street and electric railway employee in some capacity in which they are eligible to membership as this Constitution and Laws provide. Officers and members in the service of this Association suffering total disability under the provisions of these laws shall be considered as being in service and come under the provisions of the same. A member legally in benefits according to the provisions of this Constitution and General Laws and while in the service as a street and electric railway employee suffers the loss of a hand at or above the wrist, the loss of a foot at or above the ankle joint, the loss of the sight of both eyes, or receives other injuries through sudden accident while in service, or who is suffering from an affliction, the cause of which can be traced directly to the occupation of a street and electric railway employee, that will totally disable him or her from ever following the occupation of a street and electric railway worker, shall be entitled to disability benefits in accordance with the terms of his or her continuous membership in this Association. Where total disabilities occur from accidents, the benefits shall date for the term of continuous membership up to the time said accident occurred. Total disabilities due to an affliction directly traceable to the occupation shall be due and date from the time the member is compelled to give up his or her employment because of such affliction. The total disability benefit shall be allowed as follows:

For disability sustained during the second consecutive year of continuous membership, the afflicted member shall receive one hundred dollars (\$100.00).

When said disability is sustained during the third consecutive year of continuous membership, the afflicted member shall receive one hundred and fifty dollars (\$150.00).

When said disability occurs in the fourth consecutive year of continuous membership, the afflicted member shall receive two hundred and fifty dollars (\$250.00).

When said disability is sustained in the fifth consecutive year of continuous membership, the afflicted member shall receive four hundred dollars (\$400.00).

When said disability is sustained in the sixth consecutive year of continuous membership, the afflicted member shall receive five hundred dollars (\$500.00).

When said disability is sustained in the seventh consecutive year of continuous membership, the afflicted member shall receive six hundred dollars (\$600.00).

When said disability is sustained in the eighth consecutive year of continuous membership, the afflicted member shall receive seven hundred dollars (\$700.00).

When the affliction is sustained in any consecutive year of continuous membership after eight years, the member shall receive eight hundred dollars (\$800.00).

#### Assistance in Case of Distress

During the past we have been confronted with the question of caring for members who were destitute and so afflicted that there was no hope for their recovery. In some cases we have had to care for these members and make arrangements to pay the same out of the funeral benefits. Now, while the object of our fund is for the respectful burial of our members, it should also be provided that where a member is in distress and beyond hopes of recovery that arrangements be made to care for him. I realize the necessity of protecting the burial fund from abuses that might arise under a law of this kind, yet, in my opinion, this arrangement should be made at the option of the Local Division to give members who were stricken down by injury or disease beyond hope of recovery and who are in destitute circumstances assistance and aid. I would, therefore, recommend that a new section, to be known as Section 89, be added to the Laws, which will give the Local Division Officers, at their discretion, an opportunity to care for members in such conditions and that the same be paid from the funeral benefits when the claim is paid by the International Association to the Local Division. I would recommend that that section read as follows:

Section 89. Where a member is stricken down with disease or injury from which there is no hope of recovery and is in need of financial assistance the Local Division, at their discretion, may assist this member in the way of providing for doctors' or hospital bills, or for nursing and proper caring for him in his sickness, to the extent of one-half of his funeral benefit. The receipted bills for caring for the member during such illness are to be filed at the time of his death with the application for the funeral benefit to the International Office, the same to be paid the Division when the claim is allowed; it being distinctly understood that in no case shall the amount for the cost of expenses in connection with the sickness and funeral expenses exceed the total amount of the funeral benefit due the deceased. In case the member should recover he shall reimburse the L. D. for the money expended and if he does not reimburse the L. D. for the money expended during his illness, the claim shall stand against him and whenever any funeral, total disability or old age benefits are paid to this member, the amount owed to the L. D. shall first be deducted from his benefits and paid to the Division before paying any of his benefits. In the payment of bills of deceased members, the L. D. shall only pay the bills that the Division has contracted during his ill-

ness. They shall not pay former debts or bills of any kind that the deceased had contracted prior to his illness. This fund has been created for the express purpose of assisting and burying the individual member and it must not be used for any other purpose than those prescribed by these laws.

#### Section 91

In order to make Section 91 clear and specific, I would recommend that it be changed to read as follows:

Section 91. A member of this Organization in good standing as provided in this Constitution and General Laws, will be entitled to any one of the following claims after one year of continuous membership: Funeral, Total Disability, and Old Age Benefit after twenty years of continuous membership and reaching the age of sixty-five, but he will be entitled to only one of these benefits. Should a member receive his funeral benefit, he will not be entitled to any other benefit. Should a member receive a disability benefit, he will not be entitled to any other benefit. Should a member receive an old age benefit, he will not be entitled to any other benefit.

#### Section 95

In order to make Section 95 clear and specific, I would recommend that it be changed to read as follows:

Section 95. Payment of Funeral Benefits shall be made as follows:

1. To the widow of the deceased; such widow to receive any and all balance due upon said benefit. The widow shall be the sole beneficiary, subject to the provisions of Section 94.

2. There being no surviving widow, payment shall be made to the lineal descending heirs, who are the children and grandchildren of the deceased. The children of the deceased shall have share and share alike. In case of grandchildren, the share that would have fallen to their deceased parent should be divided among them, share and share alike.

3. There being no lineal descending heirs as above described, payment shall be made to the following ascending lineal heirs, in order: mother, father, grandmother and grandfather.

4. There being no surviving lineal heirs as above described, payment shall be made to collateral heirs, brothers and sisters. This shall complete and cover the beneficiaries as allowed under the laws of this Association.

5. In case there survives no lineal or collateral heirs, as herein provided, to whom payment may be made, the Local Division to which the deceased belonged shall provide a respectful burial not to exceed two hundred dollars (\$200.00) in cost and, in addition, they shall provide for the erection of a tombstone at the grave of the deceased, such tombstone or monument not to exceed forty dollars (\$40.00) in cost. The Local Division shall then submit to the International President an itemized statement of

the funeral and tombstone expenses and of any expenses that might occur under the provisions of Section 89, said statement and itemized accounts to bear the approval of an authorized committee of the Local Division, attested by the local president and financial secretary. The International Association shall then pay the accounts shown to be due by such itemized statements, and payment of such funeral and tombstone expenses shall be a settlement in full of the claim, subject to the provision that in no case shall the said accounts exceed the benefits due upon the deceased member. Any residue of the benefit shall remain as of the Death, Disability and Old Age Benefit Fund of the Association. Neither shall the Amalgamated Association of Street and Electric Railway Employees of America be held responsible for any further benefits in the name of the deceased.

It is hereby understood that the conditions embraced in this section do not interfere with compliance to Section 94 of this Constitution and General Laws; neither does it interfere with any will or testament of the deceased member, providing that the said will or testament embraces as beneficiaries those specified in this section. It is further understood and hereby directed that the payment of any benefit, or any part of any benefit, to the legal guardian of any minor children, or dependents upon the deceased, may be made and considered as proper application of the benefit, subject to the provisions of Section 94 of this Constitution and General Laws, and it is the duty of the officers of the Local Division to specifically carry out this section in the payment of all funeral benefits of the members of their respective divisions.

#### **Acceptance of Withdrawn Members**

In order that our laws may be clearly in line with the rules and policies of the Association in the acceptance of withdrawal cards, I would recommend that there be added to Section 132 the following:

No withdrawal card will be received or member accepted into any Division without the member presenting the same is in the service in some capacity that would make him eligible to membership under the jurisdiction of the Division he seeks to enter.

#### **Ritual.**

There are several defects in our Ritual that should be remedied, and I have prepared recommendations on the same and will submit them to the Committee on Ritual, when they are appointed, for their consideration and action.

#### **OFFICIAL PUBLICATIONS**

During the past term we have continued to issue our two publications, The Motorman and Conductor and The Union Leader.

#### **The Motorman and Conductor.**

The Motorman and Conductor has been under the editorship and direction of R. L. Reeves and published and circulated month-

ly from the headquarters of the Association in Detroit to the membership outside of Chicago under the subscription arrangements of the Association.

In addition to the regular copies sent to the subscribers hundreds of extra copies have been sent to our organizers and the organizers of the American Federation of Labor and to the various unorganized cities and systems, to assist in explaining and promoting the work of our Association.

The Motorman and Conductor was established as an official organ in the month of March, 1895, and has now reached the twenty year period in its history, and during that time over two millions of copies have been printed and circulated among the street railway workers of the United States and Canada. As to the work that it has done in promoting, advancing and assisting in organizing this Association it can never be told, but everyone who has any experience or knowledge of the work of our Association knows that it has been one of the factors in assisting and promoting the growth and development of the Association.

Financially The Motorman and Conductor is in a good condition. At the close of the past term there was to the credit of this journal nine thousand nine hundred and seventy dollars and forty-eight cents (\$9,970.48). Under our laws that amount was turned in to the General Fund of this Association. At the close of this period there is standing to the credit of The Motorman and Conductor, nineteen thousand six hundred and thirty dollars and ten cents (\$19,630.10). This amount, under our laws, will be turned in to the General Fund of the Association.

#### **The Union Leader**

The Union Leader has been under the editorship and direction of L. D. Bland, and has been published and circulated to our membership weekly in the city of Chicago, under the subscription arrangements of the Association.

The Leader has been published as the official organ of our Association in Chicago for the past ten years. It was secured and made the journal of our Association during the organizing period of our Chicago Locals and it came into the field at a time when our membership was not yet united and were unacquainted with the aims and objects of our Association and a great number of them had no clear conception of the trade union and its purpose, and the results were that there were many conflicting forces striving to control and direct the policies of the newly-formed locals. It was the work of The Union Leader to clarify the atmosphere and to instruct the membership as to the policy, aims and objects of our Association. And in that it has done a great work. Its influence and work towards straightening out and solidifying the forces of Chicago have been greater than any other forces along that line. Much credit is due to the Leader, under the care-

ful and conservative editorship of L. D. Bland. I repeat, it has solidified and united our forces and placed this great army of men in a position to act practically as one man in this movement, and this was clearly demonstrated during the past year when they secured their splendid agreement and arbitration award.

As you are aware, The Union Leader is a weekly publication, and the amount of subscription as provided for by our Association does not meet the financial expenses of editing and publishing this journal, and in order to maintain the journal financially it is necessary to secure a certain amount of advertising.

During the last term The Union Leader has run behind in its financial accounts. There is at the present time a deficit of two thousand four hundred and thirty-nine dollars and sixty-two cents (\$2,439.62). The reason for this condition of financial affairs is due to several causes. During the past term Brother Bland was appointed upon the commission to investigate the conditions of street railways in Europe, and that took him away from the direction and management of the Leader for several months, and during that time the Leader's advertising matters were to some extent neglected. Then, during this year he has had to devote considerable of his time to assisting the officers and committeemen of the Local Divisions in their conferences and work through their negotiations, the strike and arbitration, and that has taken considerable of his time away from the management of the Leader. In addition to this, the hard times that followed the war has had the effect of curtailing the advertisements that the Leader formerly received, and this has temporarily affected heavily its financial accounts.

I would recommend that the Leader be continued upon the same plan as now operated, for the future, and that the General Executive Board members during the coming term be instructed to take up with the editor of the Leader and the officers and members of the Chicago locals the question of placing the Leader upon a more satisfactory financial basis. I believe that this can be done with a little work and the Leader made a self-sustaining proposition.

### Office Building

In carrying out the instructions of the Salt Lake Convention, which instructed the General Executive Board to build and equip an office building for the Association, the Board at its first meeting in this term appointed Rezin Orr, R. L. Reeves and myself as a committee to secure a building site. Acting on this instruction, we secured, after considerable investigation, a lot at 104 East High street, Detroit. We purchased this lot through a real estate agency. Now, under the laws of Michigan, in order to hold property for an unincorporated association, it was necessary for us to form a Board of Trustees as the trustees of the

Association and to hold the property in trust for them. Following the instructions of the Board there were appointed as trustees W. D. Mahon, Rezin Orr and R. L. Reeves. The property was then purchased by paying a forfeiture upon the same until the proper deeds and transfer papers would be made. When we went to make the deeds the owner of the property sought to prevent us from getting it for some reason, and we had considerable difficulty in securing the property.

Among other conditions that were to be met, there developed the fact that a lease had been granted at about the time we had made our purchase and that this lease would run over for another year. So after considerable dickering back and forth, through attorneys, we secured the property but had to accept the lease that was claimed had been made upon it prior to our purchase. This delayed us in building until the spring of 1915. The Board at their second meeting passed upon the plans of the building and instructed Rezin Orr to superintend and see to the construction of the same. The building has been erected and was ready so that we could move in on August 14 of this year. The entire cost of the lot and building up to date is as follows:

Lot . . . . .	\$14,357.50
Building . . . . .	11,647.69
Total . . . . .	\$26,005.19

The building is a two-story building 36 feet by 48 feet. It is equipped with proper fireproof vaults for the protection of the enrollment and records of our membership. The building is in a prosperous and growing part of the city and the property will steadily increase in value.

Now, in order to own and properly care for the property, it will be necessary to make some changes in your laws; first, to provide for the superintendency of the building, and second, in order to empower the General Executive Board to own property in the name of the Association, and I would recommend that the following section be added to our laws, and to be known as Section 30:

Section 30. The Executive Board are hereby duly authorized to purchase and hold property for and in the name of this Association. Where trustees are necessary under the laws of the state, to hold property in trust for the organization, the Executive Board shall appoint said trustees from among the officers of this Association to hold such properties in trust for the Association during their term of office, and at the expiration of their term or their retirement in any manner from office, to see that the trusteeship is turned over and changed to some other officer of the Association, and to look after and direct the property affairs of the Association at all times.

### Effect of the War on the Canadian Membership

Earlier in this report I called your attention to the effect the war has had on the wages of our Canadian members, yet I doubt if you know, or realize, the actual effect that this war has had upon our organization in Canada. We speak of the war as an European war, but when you hear the facts as to its effect on your own membership, you will realize that the war has reached to this North American continent and robbed your Association of some of its most loyal and sturdy members.

The reports gathered from our Canadian Divisions show that 473 of our membership have enlisted and gone to war from the Divisions, as follows:

Div. No. 99, Winnipeg, Man. ....	110
Div. No. 101, Vancouver, B. C. ....	31
Div. No. 107, Hamilton, Ont. ....	24
Div. No. 109, Victoria, B. C. ....	18
Div. No. 113, Toronto, Ont. ....	190
Div. No. 134, New Westminster, B. C. ....	18
Div. No. 279, Ottawa, Ont. ....	8
Div. No. 508, Halifax, N. S. ....	18
Div. No. 569, Edmonton, Alta. ....	19
Div. No. 588, Regina, Sask. ....	14
Div. No. 615, Saskatoon, Sask. ....	8
Div. No. 622, Peterboro, Ont. ....	1
Div. No. 663, St. John, N. B. ....	14

Total.....473

At the time of the tabulation of this report it was shown that there were thirty-two (32) of the members dead, wounded or missing.

At the outbreak of the war, when our membership first began to enlist, several of the Divisions that had members going to the war appealed for a ruling or an opinion as to whether these members going to the war, in case of being killed or wounded, would be entitled to funeral or disability benefits. On these appeals I called attention to Section 88 of our laws, which in part reads as follows:

"Section 88. No death or disability claim shall be allowed or paid to members whose death or disability has been caused while on duty as a volunteer militiaman, policeman or paid city fireman, or in other hazardous or prohibitive occupations as defined by insurance companies."

I ruled that under that law no benefit could be paid to any member who was either killed or injured while engaged in war; this being the same position that we took during the Spanish-American war. Following my ruling upon this matter there was an appeal submitted to the General Executive Board asking that they lay down a ruling to allow benefits to the members who were engaged in the war. This the Board refused and made a ruling in line with the laws of the Association. I presume that in their report they will submit to you the full report of the same, and it will be necessary for you, either upon their report or upon mine, to act upon this matter. I take the position that our benefits

have been established solely for the protection and benefit of the men and women following our occupation, and under these laws we could not grant to any member anywhere engaged in the cause of war, any benefits of any kind. In addition, I have submitted some amendments to our laws upon this subject, that will be reported in connection with the laws for amendments and changes, subject to your action.

### European Investigation

During the last three Conventions there have been recommendations and resolutions adopted instructing me to make an investigation of the condition of labor on the street and electric railroads of Europe, and at the last Convention your delegates to the American Federation of Labor were instructed to introduce resolutions in that body, calling upon the American Federation of Labor to make investigations as to the conditions of the street railways in Europe and their effect upon labor. On the presenting of this resolution to that body, the committee handling the same were in favor of the resolution but it did not feel that the Federation was financially able to carry out the work as required. Your delegates in discussing the matter with the committee and representatives of the Federation agreed that our Association would meet the expenses of the investigation if the Federation would order it made. These resolutions were passed and President Gompers was instructed to appoint a committee to make the investigation. He appointed as the delegates to make this investigation Mr. L. D. Bland and myself, and in compliance with the resolutions we took up our work in the month of June, 1914.

While our work was interfered with by the war, we were able, however, to make investigations in Germany, France, Switzerland, Italy and Great Britain. As there will be submitted to you a full report of this investigation, I will leave that report to speak for itself when it comes before the Convention; but I take this opportunity of returning my sincere thanks to you for the confidence reposed and the honor shown by your appointment of me as your representative to take up and make the investigation.

### Brotherhood of Locomotive Engineers

As most of you are aware, there have been several contentions between the Brotherhood of Locomotive Engineers and our Association over the question of jurisdiction upon the suburban and interurban railways of the country during the past two years.

During the early part of this present year Wm. B. Fitzgerald, L. D. Bland and myself met with Mr. Stone, Grand Chief of the Brotherhood of Locomotive Engineers, and representatives of his organization, at the request of Mr. Horace Andrews, President of the New York State Railways, in a conference in Chicago. Mr. Andrews requested this meeting because of some questions of jurisdiction that were up between the

organizations and were affecting his lines. At this meeting Mr. Andrews urged us to agree upon some policy that would remove the questions in dispute between the two organizations. Mr. Stone, representing the Brotherhood, took the position that he could not change the laws or policies of his organization upon that question. It was then agreed that we would each recommend to the Conventions of our organizations that there be a committee appointed or elected from each organization, by the Convention, with full power to act, and that these committees, if appointed by the Conventions, would arrange and meet at some date in the near future and there attempt to agree upon a policy that would remove the questions in dispute and establish harmony between the same.

The Brotherhood of Locomotive Engineers met in Convention in June, and I have a letter from Mr. Stone informing me that their Convention had passed a resolution instructing the Grand Chief Engineer to appoint a committee with full power to act, and that a committee of seven had been appointed and would be in readiness to meet us if our Convention decided to appoint a like committee.

I, therefore, would recommend that this Convention either elect or appoint a committee of like number with full power to act, and instruct them to meet with the committee representing the Brotherhood of Locomotive Engineers and attempt to establish a satisfactory understanding between the two organizations.

#### American Federation of Labor

During the past two years we have had the assistance, co-operation and support of the officers and organizers of the American Federation of Labor in connection with all of our struggles for better wages and improved working conditions. We also have had the assistance of the organizers, both special and local, in organizing work. During the New York State Railways arbitration we had the assistance of James E. Roach, one of the general organizers of the American Federation of Labor, who acted as our arbitrator and gave us a number of weeks of his time assisting and aiding in hearing this important arbitration case, which through his aid was brought to a successful termination, and with good results to our membership.

The work of the American Federation of Labor in general is very satisfactory. Early in this year the reports showed that it had reached the two million mark in membership, and is now rapidly speeding on towards the three million mark. We should be proud of the fact that our organization is a part of this great and grand Federation,—the largest and most important organized body of workers in the world today or that history has ever recorded as having existed. Let it be our aim and policy to continue to do all within the power of our Association to forward on the good work, until every toiler in North America

is organized and enrolled under the banner of the American Federation of Labor.

#### Legislation

During the past term the work of promoting legislation has been carried forward by the Local Divisions assisted by the General Officers of the Association. The plans outlined by the last Convention, that each Division in the various states of the United States and the provinces of Canada form legislative committees, have not been carried out as decided by the Convention except in the State of Ohio. In that State the Divisions took a deep interest in this matter and held two delegate meetings, one during the fall of 1914 by the delegates attending the Ohio State Federation of Labor. This meeting decided and called a meeting to be held at Columbus, O., during the opening of the legislature in January, 1915. This latter meeting perfected the legislative committee, made arrangements for assisting the members to meet the expenses and appointed and had a representative remain during the entire term of the legislature. They placed an assessment of 20 cents per member on the members of these Local Divisions, paid in two installments of 10 cents each. In addition to these provisions Cleveland and Cincinnati Divisions each supported one committeeman. This gave them three committeemen at the Capitol during the sessions of the legislature.

In Pennsylvania a meeting of the delegates at the State Federation held in the spring of 1914 formed a legislative committee, but this committee did not hold any further meetings that were reported to the General Office. Early in 1915 the secretary of the committee wrote to the General Office to know who would finance the meeting and the legislative work. He was informed that that would have to be done by the locals through an assessment or some other plan. This was the last heard of the legislative committee of Pennsylvania and as a committee they took up no legislative work nor held any more meetings.

In Canada since the outbreak of the war it was decided best not to attempt to promote any legislation. In May, 1914, however, Div. No. 508, of Halifax, N. S., secured the enactment of a law by the provincial legislature providing for air brakes and seats for motormen on all cars of 30 feet or more in length and 14 days' instruction within or without the province for all men employed as motormen or conductors.

Throughout the States the legislative work was carried forward by the Local Divisions sending representatives to the hearings and to promote the legislation that was sought, each Division meeting its own expenses. Legislation has been sought in a number of States. In some States we were successful in what was desired; in other States partially so; in still other States no results have been secured. The results are as follows:

In Illinois we sought to have a "10-in-12 Hour Bill" passed, but after hard work by



the locals of the State their efforts were defeated and the legislature refused to enact any law.

In Michigan we sought to have a "10-in-12 Hour Bill" adopted, but this was defeated by the legislature and no results were secured. A bill providing for one day's rest in seven was also defeated in the legislature.

In New Jersey a "Ten (10) Day Qualification Bill" was introduced in the legislature but was not reported out of committee before adjournment.

In New York State an effort was made to secure the passage of a "Full Crew Bill" and a "Fifteen Day Efficiency Bill," but without success. Delegates were also sent to co-operate with the American Federation of Labor in protecting the "Workingmen's Compensation Act."

In Iowa a bill was sought to compel street railway companies to equip single truck cars with air brakes. This passed the House but failed in the Senate. A bill prohibiting the operation of cars with one man also passed the House but failed in the Senate.

In Connecticut legislation was sought providing for vestibules upon all cars, heat in vestibules, seats for motormen, two men on a car, fifteen days' instruction for platform men, and efficient signal systems on single track lines, but without success.

### Legislation Secured

In Ohio we sought a "10-in-12 Hour Bill." This was amended to "10-in-13 Hours" with the belief that it could be passed, but it was finally defeated. However, the vestibule amendments requiring vestibule protection the entire year and heated vestibules during the winter months were passed.

In Vermont, the members of Div. No. 242, Montpelier, were able to secure the enactment of a law requiring the heating of cars operated by electricity. The law requires that a "railroad corporation doing business in this State, operating its road by electricity, shall, except in cases of unavoidable accident, heat its cars by electricity or other safe method, including enclosed platforms and vestibules thereof."

In Louisiana, Div. No. 194, New Orleans, was instrumental in securing the enactment of a law providing for enclosed vestibules on street cars for the protection of employes from September 1 to May 1 instead of from November 15 to March 15 as under an earlier law. A law was also passed providing that no person shall act as motorman or conductor on any electric street railway in the State without at least ten (10) days' instruction under a competent instructor or instructors employed by the company, but this does not apply to bona fide experienced, qualified motormen or conductors possessing written evidence of their qualification and length of service from their last employers.

In Arkansas, Div. No. 674, Fort Smith, secured the enactment of a law providing that all passenger cars operated in Sebas-

tian county must be manned by both motorman and conductor between the hours of 5:30 a. m. and 12:30 a. m.

In Massachusetts the law regulating the hours of labor was amended to include dispatchers.

Through the legislative committee of Iowa a law was enacted by the legislature of that State providing for closed vestibules on both front and rear platforms of street cars during winter months and for heating of the same, with stools for motormen and conductors in said vestibules. This law also provides for toilets for the use of motormen and conductors to be located on each line, and stipulates that the running schedules or operating rules be such as to afford ample time for the use of the same. Another law secured in Iowa makes it an offense for spotters in the employ of any corporation or company to bring false charges against employes for the purpose of securing their discharge. A law was also passed giving cities the power to license and regulate jitney busses.

In Connecticut an amendment was secured to the law which provided for the use of stools by motormen outside city limits. This amendment gives them the unrestricted use of stools one mile from the center of any city in the State.

South Carolina amended its law requiring vestibules on street cars by further stipulating that these vestibules be supplied with side doors for the more complete protection of employes.

### Laws on the Hours of Labor

I hereby call your attention to some of the laws affecting our work day that are now in force in the various States. With few exceptions these laws do not cover or go far enough to give the proper protection, yet they are steps in the right direction and reflect the progress that we are making in legislative work in behalf of better hours and working conditions for our occupation.

California—Twelve hours' labor constitutes a day's work on the part of drivers and conductors, and gripmen of street cars for the carriage of passengers. Any contract for a greater number of hours' labor in one day shall be and is void, at the option of the employe, without regard to the terms of employment, whether the same be by the hour, day, week, month, or any other period of time, or by or according to the trip or trips that the car may, might, or can make between the termini of the route, or any less distance thereof. Any and every person laboring over twelve hours in one day as driver, or conductor, or gripman, on any street railroad, shall receive from his employer thirty cents for each hour's labor over twelve hours in each day.

Louisiana—Ten hours' labor in twenty-four shall constitute a day's labor in the operation of all street railroads owned or operated by corporations incorporated under the laws of this State, whatever

motive power may be used in the operation of such railroads; the said ten hours to be embraced within twelve consecutive hours.

Maryland—No street railway company incorporated under the laws of this State . . . shall require, permit or suffer its, his or their conductors or drivers, or any of them, or any employes in its, his or their service, or under his, its or their control, to work more than twelve hours during each day of twenty-four hours, and shall make no contract or agreement with such employes, or any of them, providing that they or he shall work for more than twelve hours during each or any day of twenty-four hours.

Massachusetts—A day's work for all conductors, guards, drivers, motormen, brakemen and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed nine hours, and shall be so arranged by the employer that it shall be performed within eleven consecutive hours.

New Jersey—Twelve hours' labor to be performed within twelve consecutive hours, with reasonable time for meals, not less than half an hour for each, shall constitute a day's labor in the operation of all cable, traction and horse-car surface railroads, and of all cable, traction, and steam elevated railroads.

Ohio—A company operating . . . an interurban or street railway, over four miles in length, shall not permit . . . a conductor, or motorman on a street railway, who has worked as such for fifteen consecutive hours, again to go on duty or perform work until he has had at least eight hours' rest except in cases of detention . . . of cars caused by accident, unavoidable or otherwise. And such companies shall so regulate the hours of employment of their employes, that each employe shall have at least eight consecutive hours of rest in each period of twenty-four hours.

Pennsylvania—It shall be unlawful for the president, board of directors, superintendent or other agents of any horse, cable or electric railway company to permit or suffer any conductor, driver or any other person in the employ of any such company to work more than twelve hours on any one day in the service of such company: Provided, That all necessary labor over and above the time set by this section shall be considered overwork, for which the laborer shall receive additional compensation.

Rhode Island—A day's work for all conductors, gripmen, and motormen now employed or who may hereafter be employed in the operation of all street railways, of whatever motive power, in this State shall not exceed ten hours' work, to be performed within twelve consecutive hours.

### Recommendation

As to the legislative work, I would recommend that we continue our present policy of having our locals in the different States and Provinces form legislative committees and through these committees advance any

legislation we may be looking after and take care of the legislation that has already been secured. We have at the present time good committees formed in Iowa, New York and Ohio, and this work should be continued until all of the States have good standing legislative committees organized.

### Richard Cornelius.

As many of you are aware, my reports to the Salt Lake Convention showed that Executive Board Member Richard Cornelius, of San Francisco, was confined to his bed in the Belmont Tubercular Sanitarium of California. During the month of April, 1912, Brother Cornelius was engaged in organizing the Seattle and Renton suburban men, and while engaged in this work he was caught in a heavy rainstorm, and from this contracted a serious cold which caused la grippe, and later on developed into tuberculosis. For some time after the development of this terrible disease Brother Cornelius would not give up his work. He continued on until his health failed entirely and he was taken down. We then made arrangements and had him go to the sanitarium at Belmont, and while in the sanitarium he continued his work and held many conferences from his bedside with members and officers of Local Divisions in that section of the country. Some two months before his death he left the sanitarium and went to his home in San Francisco, where he died on November 29, 1914. The day before his death he had taken up some Association matters with those who had called upon him, and wrote me regarding the same, closing his letter with the statement that "This is the last earthly letter I will ever write." Richard Cornelius was elected a member of your Executive Board at the Pittsburgh Convention on May 8, 1903, and served continuously until his death. Cornelius, like all men, made his mistakes, but his mistakes were of the head and not of the heart; for there never was a more honest and sincere man, whose uppermost thought was the betterment and improvement of the conditions of his fellow workers, and especially of the street and electric railway workers. I would recommend that a committee be appointed by this Convention to draft and present suitable resolutions expressing the sympathy and deep gratitude that this Association feels towards this deceased officer.

### J. J. Thorpe

First Vice-President J. J. Thorpe was sent from the last Convention, before it closed, to take charge of the situation at Indianapolis, Ind., where we were making an effort to organize the employes of the city system. This was a herculean task but Brother Thorpe undertook it,—first, the work of organizing the men into a Division, and in that he was bitterly opposed by the street railway company, who employed thugs and gunmen to oppose him and follow him in every step and effort that he

made. But he finally succeeded in organizing the men. The company then turned their attacks upon the men already organized, and this led to the strike. Brother Thorpe conducted the strike. The strike was settled and the wages and conditions of the men left to arbitration. There followed a long arbitration, and during this arbitration procedure the company kept up their tactics of opposing and doing everything they could to destroy the newly-formed organization. There was a condition in this city that was never met by any of our organizers in any other city that we have struggled to organize, and Brother Thorpe was kept continually on the go, night and day, until in the latter part of April, 1914, he broke down—a complete nervous collapse. For some time the doctors were in despair and did not believe that his life could be saved, but with the strong constitution that Brother Thorpe possessed, he has pulled through, and at the time of drafting this report I am informed that he will be able to make his appearance again at this Convention. In the case of Brother Thorpe, as well as in that of Brother Cornelius, we have followed out the laws and provisions, and provided for and taken care of Brother Thorpe.

#### Fred Fay

The reports of your last Convention show that Executive Board Member Fred Fay was unable to attend the Convention because of the Boston arbitration that was then on and claiming his entire time and attention. For the past four years Brother Fay has been in the harness night and day, working to organize, improve and better the conditions of the membership of our Association. He started out with the attempt to organize the city of Boston, which was followed by the long and bitter strike, which he conducted. Following this, he took up the arbitration of the Boston men, in which he was engaged at the time of our last Convention, and spent many weeks of hard work, night and day, going through this arbitration. During the time that he was engaged in this work he took up the work of organizing the men of Providence, R. I., and there went through another strenuous campaign in securing an agreement covering wages and working conditions of the men of this city—and at the same time of doing this work he was assisting several small locals around Boston to organize and secure agreements. At the close of the Boston arbitration he took up the wage agreements of the men of the Bay State, affecting some 15 Divisions of our Association. These agreements were all adopted except the wage clauses, which went to arbitration. Here again he went through another long siege of arbitration, and from there took up the work at Providence, which led to the late strike which took place in that city. In the midst of his work in Providence he had a nervous breakdown and collapse and had to give up the

work entirely and resort to the sanitarium at Clifton Springs, N. Y., where at the time of the drafting of this report he is reported to be slightly improving. In the case of Brother Fay we are following out the provisions of the law, as in the case of Thorpe and Cornelius. I hope to be able to submit later reports to you during the time of the Convention as to the condition of Brother Fay.

#### President's Work

In connection with the work of directing the executive, financial and general affairs of the Association I have devoted as much of my time during the past two years as I could take from my other duties, to assist the Local Divisions with their wage disputes, agreements and internal matters. In addition to my work in connection with the European investigation, I have held 49 conferences with officials of the street and electric railways. I have attended 92 committee meetings of Local Divisions dealing with the various questions that affected them. I have addressed 44 Division meetings and 15 public mass-meetings. I have held 18 conferences with lawyers on arbitration and suits against the International and Local Divisions; attended two meetings of the American Federation of Labor; two State Federations; one State conference of delegates and one meeting of the Executive Council of the American Federation of Labor. During the two years I have traveled in connection with my work for the Association 48,161 miles, spending 75 nights on board a boat or train. I have had many calls requesting my personal presence, by various Local Divisions, to which I could not possibly respond. As this organization increases, the work of the office of the International President increases and it is almost impossible to keep up my work in the General Office and do any amount of work upon the road; and I feel that in order to successfully carry on the work of the office of International President it will be necessary to decrease to a great extent the road work in the future.

In closing my report I desire to return my sincere thanks to the members of the organization in general, for their loyalty to our Association and its work. I also desire to thank the Vice-Presidents and members of the General Executive Board for their support, assistance and good work. There has been harmony among all the officers of the Association during the past two years, and I desire not only to convey to these officers my personal sincere thanks but the thanks of the entire membership of this Association, to which I feel they are due.

With best wishes and fraternal greetings to all, I remain,

Fraternally yours,

W. D. MAHON,  
International President.

At 11:25 the report of the President was completed.

The Chair: "You have heard the report of President Mahon. If there are no objections, it will be referred to the Committee on President's Report."

The report was duly referred to the Committee on President's Report.

President W. D. Mahon in the chair.

The Chair: "There are several people who desire to address the convention on special subjects. Mr. Johannsen is here representing the men on trial in Los Angeles, Cal.; Mr. McAndrew, our old friend of the Tobacco Workers is here and a representative of the Boot and Shoe Workers wishes to be heard. These men have been sent by their organizations, they are under expense and their time is valuable. If there are no objections we will hear them immediately upon reconvening this afternoon."

The Chair declared in order the report of International Treasurer Rezin Orr.

Treasurer Orr stated that he would be prepared to present his report at the afternoon session.

Delegate Sheehan asked that the Committee on President's Report be excused from attendance on the afternoon session, in order that they might go over the report, become familiar with it and be able to submit a report early in the convention.

Moved by Delegate O'Dea, Division No. 282, and seconded by Delegate Coleman, Division No. 618, that the request be complied with. Carried.

The Chair declared in order introduction of resolutions.

#### Introduction of Resolutions.

The following resolutions were introduced:

Resolution by Delegate W. D. Robbins and a committee of Division No. 113, Toronto, Can., and identified as Resolution No. 1, as follows:

"That in Section 9 of Constitution and General Laws, at the end of fifth line and after the word 'election' the following words be added: 'Provided they have attended at least four meetings of the Local Division during the year previous to the nominations.'"

Referred to Committee on Law.

Resolution by Delegates M. J. Cahill, J. H. Coleman, C. Daniels, P. J. McNulty, P. E. Kerrigan, F. J. Dolan, B. R. Jepson, W. H. Burdick, Delegates Division No. 618, and identified as Resolution No. 2, as follows:

#### Resolution on Citizenship.

WHEREAS, We believe that the membership of our organization have within their reach a most powerful weapon to gain their rights, namely, the proper use of the ballot; and

WHEREAS, By the united efforts of all of our Local Divisions this force can be increased materially; therefore, be it

RESOLVED, That we, the A. A. of S. and E. R. E. of A., in convention assembled in the City of Rochester, N. Y., urge

upon the Local Divisions the necessity of naturalization among the membership; and be it further

RESOLVED, That we labor earnestly to extend the doctrine of naturalization and registration and explain to our members that it is not only a matter of right but a personal duty of each member to be placed in a position to express his opinion on every matter affecting his welfare in a forcible manner, namely, the proper use of the ballot.

Referred to Committee on Resolutions.

Resolution by Delegates John T. McGrath and M. H. Kernan, Division No. 168, identified as Resolution No. 3, as follows:

Division No. 168, Amalgamated Association of Street and Electric Railway Employees of America, through its delegates, John T. McGrath and M. H. Kernan, proposes the following amendment to the Constitution and General Laws:

Amend Section 95, Article 4, which reads as follows: "There being no surviving lineal heirs, as above described, payment shall be made to collateral heirs, brothers and sisters," and the same is hereby amended to read as follows: "There being no surviving lineal heirs, as above described, payment shall be made to collateral heirs, brothers and sisters, or children of deceased brothers and sisters."

Referred to Committee on Law.

Delegate Cahill asked for a meeting of the Committee on Appeals from the Ruling of the Executive Board to the Convention immediately after adjournment to organize.

The Chair: "I desire to call attention to the fact that Brother Cahill's committee is to hear appeals from the decisions of the General Executive Board. I am of the impression that there are appeals not mentioned in the President's report. Some Divisions have merely given notice of appeal. It is necessary for them to get the appeals before the convention if they are to be acted upon by the Committee. I suggest that they be prepared and presented here this afternoon."

Delegate Furbee requested the Committee on Convention Communications to meet immediately after adjournment and organize.

Moved by Delegate Anderson, Division No. 26, and seconded by Delegate Rudge, that the convention adjourn to 2 o'clock p. m. Carried.

In accordance with the motion, at 11:45 a. m. the convention was adjourned to 2 p. m.

#### AFTERNOON SESSION.

The convention was called to order at 2 o'clock p. m., Tuesday, September 14th, President W. D. Mahon in the chair.

The Chair introduced President A. McAndrew, of the Tobacco Workers' International Union, who conveyed to the convention the greetings of the Union Label Trades Department of the American Federation of Labor, representing Secretary Tracey of that body, who was not able to be present on account of illness. He also

conveyed the greetings of the Tobacco Workers' International Union. After an interesting address on the union label President McAndrew urged all the delegates to report to their local unions the necessity of patronizing the union label of all the label organizations.

The Chair, in a brief address, stated that it was the custom of the conventions of the Amalgamated Association to endorse the label of the Tobacco Workers, and read the following resolution:

**Tobacco Workers' Resolution.**

**WHEREAS**, The Tobacco Workers' International Union have had on the market for years a Union Label attached to all tobacco, snuff and cigarettes manufactured by members of the Tobacco Workers' International Union, and

**WHEREAS**, The patronage of the Union Label is one of the most potent factors for the promotion of the highest aspirations of our entire Labor Movement, therefore, be it

**RESOLVED**, And it is hereby and herein declared, that it is the rightful duty of all members of every craft and calling wherever organized, when making purchases of any of the necessities of life, to demand Union Labeled products, thereby giving employment to Organized Labor in preference to the unorganized, and be it further

**RESOLVED AND DECLARED**, That as Union Labeled tobaccos, snuff and cigarettes of all classes and character suitable to the taste of mankind, can now be secured simply by our demand for them, we therefore as delegates to the convention of the Amalgamated Association of Street and Electric Railway Employees of America, assembled in Rochester, N. Y., Sept. 13th, 1915, now pledge our honor as Union members to a concentrated and consistent effort in demanding that the Blue Label of the Tobacco Workers' International Union shall be affixed to all purchases of tobacco, snuff and cigarettes we buy hereafter.

**REZIN ORR.**

Moved by Delegate McGrath, Division No. 85, and seconded by Delegate Calahan that the resolution be adopted.

Delegate McGrath, Division No. 85, urged that the delegates not only endorse the label but that every delegate make a special report to his organization requesting members to buy nothing but union made goods.

The motion to adopt the resolution was carried.

The Chair made brief reference to the friendship always displayed to the Amalgamated Association by the officers and members of the Tobacco Workers' International Union, and urged that the members of the Amalgamated Association do everything in their power to assist the Tobacco Workers to build up their organization and better their conditions.

The Chair introduced Bro. Victor Altman, Union Label Promoter and General Organizer for the A. F. of L. and the United Garment Workers of America. Bro. Altman conveyed to the convention the best wishes

and fraternal greetings of his organization, and spoke at length on the subject of the union label, the necessity of better patronage on the part of organized labor and the benefits that would accrue to the organization he represented through such patronage. He discussed the conditions that surround members of his craft and the difficulties they had to encounter in bettering their conditions and increasing their wages.

The Chair responded that wherever it had been possible, members of the Amalgamated Association had always endeavored to assist the Garment Workers by demanding their labels on uniforms. He spoke of the friendly relations that had always existed between the two organizations.

The Chair introduced to the convention General Organizer R. B. Stickley, of the Cigarmakers International Union. Bro. Stickley conveyed to the convention the greetings of his organization and the best wishes of his membership to the members of the Amalgamated Association. He discussed the history and growth of the union label and its value to the organizations in the label trades. He referred to the fact that the Cigarmakers International Union was the first organization to use the label, and stated that it had been a very great advantage to them in their struggle for better wages and more sanitary conditions in the shops.

The Chair on behalf of the convention, responded, assuring Organizer Strickler and the other representatives of the label trades that they would always have the support of the street railway men. He stated also that the members of the Amalgamated Association appreciated all that had been done for their members by the Cigarmakers during their struggles in the past in the various cities where the street railway men had been organized.

The Chair introduced Mr. R. G. Wackerman, Business Agent of Bakers Local No. 14. The speaker conveyed the best wishes and fraternal greetings of his organization to the convention, and made an interesting address on the subject of the union label. He urged that all organized men and women make a greater effort to assist the unions in the label trades through their patronage, and made a special plea for the organizations, including the Bakers and Tobacco Workers, that were compelled to fight gigantic trusts and combinations.

The Chair, on behalf of the convention, assured the representatives of the Bakers that his organization would have the hearty co-operation and support of the members of the Amalgamated Association, and requested the delegates in their reports to their local organizations to convey the message of Mr. Wackerman to their members.

The Chair introduced to the convention Mr. Anton Johanssen, General Organizer of the United Brotherhood of Carpenters and Joiners of America, and representing the Building Trades of California. Bro. Johanssen stated that his mission was to

secure financial assistance in order that two trade unionists imprisoned in Los Angeles might have a fair and impartial trial; that A. M. Schmitt, formerly a member of the Woodworkers' organization, and David Caplan, a member of the Barbers' organization, had been arrested for murder and were being held without bail in the county jail at Los Angeles, charged with conspiracy in connection with the blowing up of the Times building in that city some years ago. Mr. Johanssen gave a brief history of the case and of various matters in connection with the efforts to organize Los Angeles and the campaign of opposition on the part of the Merchants' and Manufacturers' Associations. In closing he urged the convention to appropriate one thousand dollars for the defense of the imprisoned men.

G. E. B. Member McMorow stated that in the struggles of the street railway employees on the Pacific coast the organization represented by Mr. Johanssen had contributed liberally, especially in the San Francisco strike, where thousands of dollars were given every week to help them win their strike. He stated that the Amalgamated Association always appreciated the assistance of other labor organizations, and moved that the convention donate \$1,000. Seconded by Delegate Calahan.

Carried by unanimous vote.

The Chair made a brief statement in regard to the manner in which the Building Trades of San Francisco had supported the street railway men in their strike in that city, and assured Mr. Johanssen that the Amalgamated Association was always ready to do everything possible to show their appreciation of that assistance.

Mr. Johanssen thanked the Convention for the appropriation voted for the defense of Caplan and Schmitt and feelingly stated that it was the largest single expression yet received.

#### Committee on Constitution and Laws.

The Chair appointed as Committee on Constitution and Laws, Delegates:—

William Quinlan, Div. No. 241, Chicago, Ill.  
 Peter J. Rooney, Div. No. 22, Worcester, Mass.  
 E. B. Schaffer, Div. No. 85, Pittsburgh, Pa.  
 C. C. Couthard, Div. No. 89, New Castle, Pa.  
 A. Scoble, Div. No. 99, Winnipeg, Manitoba.  
 W. D. Robbins, Div. No. 113, Toronto, Ont.  
 Geo. W. Cross, Div. No. 125, East St. Louis, Ill.  
 James Rodgers, Div. No. 194, New Orleans, La.  
 John J. Bruce, Div. No. 308, Chicago, Ill.  
 P. J. O'Brien, Div. No. 448, Springfield, Mass.  
 Thomas G. Doyle, Div. No. 589, Boston, Mass.

#### Committee on Audit.

The Chair appointed as Committee on Inspection of Books and Audit of the General Office, Delegates:—

William Taber, Div. No. 241, Chicago, Ill.  
 P. J. McGrath, Div. No. 85, Pittsburgh, Pa.  
 Wm. Yates, Div. No. 134, New Westminster, B. C.  
 Angus Sykes, Div. No. 228, Joliet, Ill.  
 W. M. Rea, Div. No. 268, Cleveland, Ohio.  
 Wm. S. McClenathan, Div. No. 308, Chicago, Ill.  
 Andrew Frank O'Meara, Div. No. 425, Hartford, Conn.

Matthias J. Neadale, Div. No. 589, Boston, Mass.  
 Chris. Daniels, Div. No. 618, Providence, R. I.  
 Robert C. Bronson, Div. No. 623, Buffalo, N. Y.  
 Charles Sampson, Div. No. 627, Cincinnati, Ohio.

#### Committee on Executive Board's Report.

The Chair appointed as Committee on Executive Board's Report, Delegates:

Thomas F. Shine, Div. No. 589, Boston, Mass.  
 David J. Reid, Div. No. 241, Chicago, Ill.  
 H. R. Weller, Div. No. 272, Youngstown, Ohio.  
 Martin Breen, Div. No. 281, New Haven, Conn.  
 G. E. Bouck, Div. No. 343, Kalamazoo, Mich.  
 H. A. Monger, Div. No. 380, Elyria, Ohio.  
 Fred W. F. Andrews, Div. No. 476, Norwalk, Conn.  
 Harry F. Flynn, Div. No. 477, Philadelphia, Pa.  
 David H. Coleman, Div. No. 540, Trenton, N. J.  
 James H. Coleman, Div. No. 618, Providence, R. I.  
 Theo. Breitenstein, Div. No. 628, Covington, Ky.

#### Committee on Ritual.

The Chair appointed as Committee on Ritual, Delegates:—

James M. O'Brien, Div. No. 240, Chelsea, Mass.  
 Andrew F. Buskin, Div. No. 132, Troy, N. Y.  
 Wm. H. Gould, Div. No. 253, Quincy, Mass.  
 Samuel H. Everett, Div. No. 269, Danbury, Conn.  
 William Deevey, Div. No. 279, Ottawa, Ont.  
 Lester B. Brownell, Div. No. 304, Glens Falls, N. Y.  
 C. B. Onsted, Div. No. 333, Battle Creek, Mich.  
 Percy A. Chamberlain, Div. No. 373, Hyde Park, Mass.  
 F. B. Corey, Div. No. 379, Niles, Ohio.  
 Elmer Collier, Div. No. 416, Peoria, Ill.  
 Thomas Hushion, Div. No. 490, Yonkers, N. Y.

#### Report of Treasurer.

The Chair declared in order the report of the treasurer.

International Treasurer Rezin Orr delivered his report for the two years term.

The Chair referred the report to the Committee on Inspection of Books and Audits.

Chairman O'Dea of the Entertainment Committee distributed tickets to the banquet to be held Tuesday evening to the delegates during the reading of the report.

The Chair declared in order the report of the General Executive Board.

Second Vice-President Welch in the chair.

#### Report of General Executive Board.

The General Executive Board, by its Secretary, presented its report as follows:

"To the Fourteenth Convention: Brother Chairman, Officers and Delegates:

In the preparation of this report your General Executive Board has been as brief as proceedings and subject matter of our enactments at our various meetings and our audit supervision and record work will permit in order to be complete.

The first meeting of the General Executive Board for the term succeeding the Thirteenth Convention was held under call of Chairman Edw. McMorow of the outgoing term on Sept. 20, 1913.

Absent from this meeting were G. E. B. Member P. J. Shea and the secretary of the Board for the outgoing term, who was also

secretary of the Thirteenth Convention, they having been detained by mandamus proceedings instituted against the Association and its International Officers in Salt Lake City, service having been made immediately after the closing of the convention. Due to the absence of the secretary, G. E. B. Member John H. Reardon was appointed secretary pro tem. Other absentees were G. E. B. Members Fred Fay and Richard Cornelius.

The Board organized by the election of G. E. B. Member Wm. B. Fitzgerald as chairman and R. L. Reeves as secretary.

Matters for consideration at this meeting were, first, review and approval of the minutes of the last session of the Thirteenth Convention. In that these minutes were yet with the secretary, the Board appointed a special committee of the International President, who was chairman of the convention, International Treasurer Rezin Orr and the secretary of the Board to review and act upon the minutes of the final session of the convention.

The matter of the Thirteenth Convention resolution instructing the General Executive Board to erect an Association Building for official headquarters was given consideration and it was enacted by the Board that the International President, the International Treasurer and the G. E. B. Secretary be instructed to locate a suitable place for the building to provide for suitable headquarters in accordance with instruction of the convention.

Pertaining to the convention resolution instructing the International Officers to secure such enactments of law as to protect the right of organization to employees of public utility concerns against the possible denial of the privilege through any civil service laws and regulations, it was enacted by the Board empowering the International President to consult legal advice in regard to drafting a bill for proposed enactment into law, giving to public service employees the right to organize.

The Board elected as editor of the Chicago Union Leader Brother L. D. Bland of Div. No. 260, Chicago, Ill., and as editor of the Motorman and Conductor R. L. Reeves of Div. No. 85, Pittsburgh, Pa. It was enacted by the Board to increase the salaries of the editors of the Association publications \$25 per month and that the salary of the chief clerk of the General Office be increased \$50 per month.

### Second Meeting.

The second meeting of the Board was held at Headquarters, Hodges Building, Detroit, Mich., beginning with Monday, Feb. 9, 1914.

Absentees were G. E. B. Members Richard Cornelius, excused upon sickness, and John H. Reardon, excused for being engaged upon the strike of Div. No. 242, Montpelier, Vt.

At this meeting early appeared Secretary P. J. McGrath of Div. No. 85, Pittsburgh,

Pa., who appealed for assistance in establishing a transportation service to assist in the strike of Div. No. 528, Tarentum, Pa. He stated that Div. No. 85 had prepared to a limited expense to operate an auto bus line from the terminal of the Pittsburgh Railways in Aspinwall north for the accommodation of people deprived of transportation through the lockout of the Tarentum street railway company and interceded to have the International extend the transportation conveniences that the Pittsburgh Division was willing to undertake. He reported that the Tarentum lockout situation was in close proximity to Div. No. 85, as the Tarentum membership, in part, operated cars into Pittsburgh over the lines of the Pittsburgh Railways Company, upon which members of Div. No. 85 were employed. It was enacted directing the International President to dispatch two of the Association automobiles to Pittsburgh to be operated in support of the project submitted by Secretary McGrath.

The International President submitted his report for the six months ending with January 31, 1914, including the financial books and statements covering the period.

On previous instructions from the Board, the MacPherson, Bonthron & Co., chartered accountants, submitted their audit of the books for the same period.

A review of the audit and investigation of the books and accounts showed that the accounts of the Association stood in recapitulation as follows:

Balance on hand July 31, 1913...\$213,576.74  
Receipts from August 1, 1913, to

January 31, 1914, inclusive.... 198,089.46

Total .....\$411,666.20  
Disbursements Aug. 1, 1913, to  
Jan. 31, 1914, inclusive..... 151,535.49

Balance on hand at the close of

Jan. 31, 1914.....\$260,130.71

The accounts of the Union Leader were audited by certified accountants, Walton, Joplin, Langer & Co., of Chicago. This audit showed a balance to the credit of the Association held by the Central Trust Company of Illinois Bank in Chicago in the sum of \$1,576.44.

Outstanding in Columbus, Ohio, as surety deposit, \$1,000.

During this six months' audit period there was shown an increase at the General Office in the funds of the Association of \$46,553.97.

An inspection of the accounts showed an accumulation of 74 per cent of the receipts to the Defense Fund and approximately 22 per cent to the Death, Disability and Old Age Benefit Fund.

During the six months ending with January 31, 1914, there were paid 158 death claims in the sum of \$71,438, or an average of approximately \$452 each.

There were paid in disability benefits \$2,500.

The total paid from the Death, Disability



and Old Age Benefit Fund during this period was \$73,938.

Four disability benefits were paid.

Decisions and enactments of the Board at this meeting were as follows:

The Western Federation of Miners in Northern Michigan had been upon a prolonged strike, some 15,000 men having been locked out because of their union affiliations. An incident of this strike was a disaster at Red Jacket, Mich., in which 78 men, women and children of the families of locked out miners were killed and numerous others injured while enjoying Christmas festivities in a hall where the event had been planned. The hall was crowded with people and in an evident design to break up the gathering agents of the employing mine owners incited a panic in the crowd which resulted in the fatalities noted. The General Executive Board approved an appropriation of \$500 for immediate relief, which had been forwarded, and it was enacted to make the approval a matter of record.

#### Death and Disability Benefit Claims.

Disability claims acted upon were:

Brother Samuel H. Hutchinson, Div. No. 85, Pittsburgh, Pa., disability claim. The claim was based upon the loss of sight of both eyes. Record showed claimant to have become a member of Div. No. 85 Aug. 26, 1909; was blinded July 13, 1913, by having carbolic acid thrown in his eyes when entering the car-barn to take up his work of the day as conductor. The evidence fully established the disability and that it occurred upon the premises of his employment and during the fourth consecutive year of his membership. It was enacted that the claim be paid in the sum of \$250.

Disability claim of Brother John Bowe, Div. No. 132, Troy, N. Y., was presented, based upon disability from blindness. Bro. Bowe became a member Feb. 8, 1900, and the record showed retirement from work due to disability Nov. 24, 1912. The evidence in the case was, in effect, that applicant on Dec. 9, 1913, was a patient in the Hudson River City Hospital at Poughkeepsie, N. Y., suffering from mental disease from which he could not recover. The blindness upon which claim for disability benefit was based was evidently the result of disease of the optic nerve and was of a progressive nature. There was no evidence that the cause of blindness was in any way connected with the applicant's occupation as provided by the law governing the payment of disability benefits. The claim was disallowed.

Disability benefit claim of Brother R. F. Clarke, Div. No. 78, Galveston, Texas, was submitted. The evidence in this case was incomplete. The case was deferred, with instructions to the secretary to communicate with Div. No. 78, explaining the status of the case with the evidence before the Board.

Disability claim of Brother T. C. Williamson, Div. No. 310, Beaumont, Texas, was submitted with evidence showing that claimant became a member Dec. 21, 1911; was forcibly ejected from a Texas & New Orleans Railway train between Beaumont and Orange on the evening of Sept. 18, 1913; that on the morning following he regained consciousness in a hospital in Beaumont; that while applicant was lying by the side of the track he was struck by a train, sustaining injuries to his arm and head, upon which one Dr. H. W. Barr stated, in effect, that it was his opinion that applicant was permanently disabled insofar as being able to run a street-car in the future. The evidence was clearly insufficient to establish a claim as contemplated under the laws of the Association and the claim was disallowed. The brother was not in the street railway service at the time of the accident.

Disability claim of Brother George C. Coats, Div. No. 113, Toronto, Ont., was submitted with evidence that applicant became a member Feb. 4, 1910; was later discharged by the Toronto railway company and entered work as a shipper in a paper mill. On Nov. 10, 1913, applicant sustained the loss of one arm above the elbow and the other above the wrist by being caught in paper mill rollers. The applicant not sustaining his injuries while in employment as a street or electric railway worker, it was ruled that the disability features of the benefit laws of the Association do not extend in the case and the claim was disallowed.

Disability claim in the interest of Brother D. D. Sullivan, Div. No. 111, Ypsilanti, Mich., was submitted with evidence in effect that applicant became a member May 1, 1900; that the claim was based upon loss of left lung and general debility alleged to have resulted from pneumonia contracted while performing his duty as a motorman on the D. J. & C. Railway, Dec. 27, 1912. The application was accompanied by statements of Dr. Howard I. Post, in effect that while attending applicant in December, 1912, he found the lung solidified, leaving only a cavity where the lung had been; that the disease had worn on applicant and reduced his strength to the point that he was unable to perform manual labor and that at the time the statement was filed applicant was unable to resume his duties as motorman. The applicant appeared in person before the Board, but his verbal statement added nothing to the written evidence, except that he was at that time employed at the Ford automobile works. The Board regarded the evidence insufficient to establish a claim and the claim was disallowed.

Disability claim of Brother Joseph A. O'Keefe, Div. No. 241, Chicago, Ill., was submitted with evidence in effect that applicant became a member Sept. 1, 1902; application based upon total disability resultant from an accident occurring Nov. 18,

1913, when in a collision of cars wherein applicant sustained permanent injuries of a nature totally incapacitating him from further employment. The evidence clearly sustained the application and the claim was allowed for payment.

Disability benefit claim in the interest of Member John Dewey, Div. No. 132, Troy, N. Y., was submitted with evidence that applicant became a member Aug. 31, 1909. Claim was based upon spinal trouble charged to have been caused by being caught on a bridge in a running-board accident May 25, 1911. The evidence in this case was of a character not specific in determining the true cause of disability and in event that it could be established that the disability was resultant from the accident it was clear that the accident occurred prior to the institution of the present disability laws, which would place it in disposition under the laws governing disability benefit prior to January 1, 1912. The claim was disallowed.

Claim for disability benefit in behalf of Member F. Haines, Div. No. 85, Pittsburgh, Pa., was submitted, accompanied by evidence in effect that the claim was based upon disability from rupture and resultant operation charged to have occurred Dec. 15, 1912. Applicant became a member Sept. 14, 1905. Certifications of disability were submitted from Drs. W. M. Hamilton and H. M. Gargloff that applicant was injured in the employ of the Pittsburgh Railways Company, in which rupture was sustained and which was followed by an operation taking place on Dec. 17, since when applicant had been enfeebled and unable to attend his duties. Evidence as to the circumstances causing the rupture and definite evidence as to the character of disability was not submitted. The Board directed that the claim be deferred and application be made by the secretary for further required information.

Death benefit claim upon the death of late Brother Joseph E. Lesbinte, Div. No. 496, Pittsfield, Mass., was submitted, accompanied by evidence in effect that deceased became a member April 25, 1912, died of consumption May 21, 1913, being in membership one year and twenty-six days. No information was at hand relative to the duration of the fatal illness. Action upon the claim was deferred and the secretary instructed to apply for further necessary evidence to determine upon its eligibility.

Submitted to the Board was correspondence bearing upon an award of \$100 disability benefit to Member C. A. Barnes, Div. No. 265, San Jose, Cal. At a previous stated meeting of the Board disability claim was submitted in the interest of Member Barnes and the award of \$100 was made in accordance with the laws governing disability benefit prior to Jan. 1, 1912, during which period occurred the accident upon which was based the application of Bro. Barnes for benefit. Payment was accordingly forwarded. It was later returned to the Gen-

eral Office with a transcript from the proceedings of Div. No. 265, under date of Oct. 24, 1913, which directed the return of the award with the statement that in doing so the local in no sense waived any right, title or claim to any benefit or claim accruing to the said C. A. Barnes or his wife. Also was a communication from Bro. Barnes and wife stating that the \$100 benefit was refused in view of the fact that it was regarded that the acceptance thereof would be a release from any further benefits and withdrawing all disability claims filed. The Board directed the secretary to acknowledge receipt of the correspondence bearing upon the Barnes disability case. Your Board explains that this case, wherein the claimant, disabled by accident as before stated, in the event of death would be entitled to the maximum death benefit providing he should be in good standing at the time of his death. It is assumed that rather than relinquish the right to this death benefit the disability benefit awarded, which was in the sum of \$100, was returned.

#### Appeals and Decisions Thereon.

Submitted to the Board was an appeal of Member Anthony Walton, Div. No. 241, Chicago, Ill., and decision of the I. P. thereon. The appeal was from action of Div. No. 241 pertaining to the seniority of appellant as fixed by Div. No. 241 in which it was charged that the local denied him seniority rights at the Devon street railway station, after forced transfer from one station to another and ultimate return to the Devon station, where appellant was forced to the bottom of the extra list. The I. P. had sustained the appeal, basing action upon Section 139 of the Constitution and General Laws. The decision of the I. P. was approved.

Appeal and decision of the I. P. thereon of Member Richard Powers, Div. No. 241, Chicago, Ill., were submitted. This appeal was in the nature of a protest against Div. No. 241 in not deciding a seniority dispute involving the placement of appellant and Member John Jensen, alleging that Brother Jensen wrongfully held seniority over appellant. Cause for grievance emanated in the year 1897. The evidence showed that appellant and Brother Jensen have been members of Div. No. 241 since the year 1903. The Division had taken the position that the grievance has been of too long standing, covering a period exceeding the existence of the Division, and that the local should not entertain a dispute of so remote origin. The I. P. had sustained the contention of the local and the G. E. B. approved the decision of the I. P.

Appeal of Member Joseph C. Kidd, Div. No. 113, Toronto, Ont., and the decision of the I. P. thereon were submitted. This appeal was based upon action of Div. No. 113 seeking a change of the by-laws inconsistent with the Constitution providing for the election of officers. It was a protest against approval of the proposed change.

The I. P. sustained the protest and denied approval of the proposed election law change. The Board sustained the decision of the I. P.

Appeal of Member Nelson F. Woodward, Div. No. 246, Salem, Mass., and decision of the I. P. thereon were submitted. Appellant appealed against action of Div. No. 246 wherein the local protested to the Bay State Street Railway Company the returning of Member Woodward to former seniority rating in the service after a period of absence from the service. This appeal was supported by Brother Marcus Shea of the local. The evidence was, in effect, that Member Woodward first became a member of the Association after his return to the service. He had been out of the service for some length of time. A point taken by the I. P. was that the subject or cause of appeal could not be entertained from the fact that it would be retroactive beyond date of membership and dismissed the appeal. The Board approved the action of the I. P.

Appeal and decision thereon by the I. P. of Member A. A. Ray, Div. No. 618, Providence, R. I., were submitted for consideration. The appeal was based upon alleged error in serving appellant with notice of a charge and trial as provided in Section 70 of the Constitution and General Laws of the Association. It was a case in which appellant had been expelled by Div. No. 618 upon charge of violation of obligation by denouncing the organization and renouncing his obligation thereto and making the statement that he was through with the union, taking the monthly emblem of the Division from the lapel of his coat and throwing it through the window into the street. The evidence showed that a trial board was established; that appellant was served with notice under date of Oct. 17, 1913, said notice not containing the date set for trial, but that appellant was fully advised of the time by the president of the local, but refused to appear before the trial board. Evidence was taken clearly showing the guilt of appellant and his expulsion resulted. The I. P. overruled the appeal on the ground that sufficient notice of date and hour of trial had been served upon applicant and that he, himself, was fully responsible for his non-appearance. The decision of the I. P. was approved.

Submitted to the Board for consideration were appeal and decision thereon of Member Francis J. Dolan, Div. No. 618, Providence, R. I., in which appellant appealed from the action of Div. No. 618 in enacting to levy an assessment of fifty cents per member upon the death of a member of the local, the same being to establish a death benefit. The appeal was based upon assumption of lack of authority of the local to enact to make such an assessment. The decision of the I. P. sustained the local and overruled the appeal. The decision of the I. P. was approved.

Appeal of Member George E. Birdsong, et. al., of Div. No. 194, New Orleans, La., and the decision of the I. P. thereon were submitted for consideration. The appeal was from action of the local upon the question of seniority involving the status of appellants. Men working from the Canal Street Barn in New Orleans had been long working under a policy of moving up on the extra list until a regular run should be open for choice and should not the first extra desire to accept the regular run he would be required to drop to the foot of the extra list, through which he would again work, allowing those of less seniority in service to take the regular runs, which were universally short-paid runs. This system continued until the lines working from the Canal Street Barn were consolidated to effect barn seniority. Then men who had repeated upon the extra list appealed to the local for seniority from first employment upon the extra list. The local granted the petition and placed the petitioners in the preference in selection of runs in advance of appellants Birdsong and others, who had taken the short-paid runs and based their appeal upon the point that they were entitled to preference over those who had continued to rotate upon the extra list. The I. P. overruled the action of Div. No. 194 and sustained the appeal of Birdsong and others, establishing seniority to those who had rotated upon the extra list to be based from the date of their last entrance at the foot of the extra list. The decision of the I. P. was approved.

Appeal and decision of the I. P. thereon of Brother P. Cazalot of Div. No. 194, New Orleans, La., were submitted for consideration. This appeal was taken from a decision of the local placing appellant in seniority from date of last entering the service as motorman, excluding a previous date when appellant entered the service as motorman, from which he surrendered his position to enter the barn service, appellant contending for right of seniority from the date of first employment as a motorman. The decision of the I. P. sustained the action of the local and fixed date of seniority from the date of last entrance of service as motorman. The decision of the I. P. was approved.

Appeal and decision of the I. P. thereon of Member Henry Schonacher of Div. No. 194, New Orleans, La., were submitted for consideration. This appeal was from the action of Div. No. 194 in establishing appellant's seniority right in the train service on date of entering the train service, as in cases where men left the car-barn service to enter the train service. The I. P. had sustained the action of Div. No. 194 and overruled the appeal. Appellant had petitioned for seniority from the date of entering the service in the barn. The Board approved the decision of the I. P. sustaining the action of the Local Division.

Appeal and decision of the I. P. thereon of Member George T. Murray of Div. No. 508, Halifax, N. S., were submitted for consideration. Appellant appealed from action of the local in passing a motion to increase the salaries of the financial and recording secretary, basing appeal upon charge of insufficient notice to the members of the contemplated action. The I. P. sustained the action of Div. No. 508 and overruled the appeal. The decision of the I. P. was approved.

Appeal of Member R. C. Peffy, Div. No. 517, Gary, Ind., and the decision of the I. P. thereon were submitted for consideration. The appeal involved action of the local in placing appellant one short of his claimed seniority rights in choice of runs. Records of the Division showed that appellant's seniority should date from October 15, 1912; while the seniority of the member against whom the appeal was directed dated from Feb. 19, 1910. The I. P., basing his decision upon the evidence of the Division, denied the appeal. The decision of the I. P. was approved.

President Mahon in the chair.

At this point in the delivery of the G. E. B. report the Chair directed that due to the nearness of the hour of adjournment, continuance of the report be deferred and declared in order introduction of resolutions.

Introduction of resolutions:

The following resolutions were introduced and referred to the proper committees:

#### Resolution No. 4.

Resolution by Delegates A. G. Schenck and J. B. Wiley, Division No. 441, identified as Resolution No. 4, as follows:

"WHEREAS, In several states our members have formed State Legislative Associations, and

"WHEREAS, Our International President, in his report to this convention, has recommended the extension of such associations, and

"WHEREAS, There are no provisions in our laws to govern such Legislative Associations; therefore, be it

"RESOLVED, That Section No. 42, be amended by inserting after the word "Labor" in the eleventh line, the following:

"Also State Legislative Associations composed of Street Railway Employees, who are members of Local Divisions of the A. A. of S. & E. R. E. of A., provided that the laws and rules of such associations have been approved by the International President of the Amalgamated Association of Street and Electric Railway Employees of America."

Referred to Committee on Law.

#### Resolution No. 5.

Resolution by J. B. Wiley and A. G. Schenck, Division No. 441, identified as Resolution No. 5, as follows:

Be it Resolved, That the obligation be amended by inserting the following:

"That I will never appeal to any civic authority in matters pertaining to this Association until I have exhausted all the means of redress provided by the laws of

the Association. And be it further

RESOLVED, That the laws be so amended as to require all members, who may feel aggrieved, to appeal to the Association for redress before they appeal to any civic authority."

Referred to Committee on Ritual.

#### Resolution No. 6.

Resolution by Delegate David H. Coleman, L. D. 540, identified as Resolution No. 6, as follows:

WHEREAS, There is at the present time apathy among many members of organized labor in demanding the union label, and

WHEREAS, The union label is the only guarantee against child labor, tenement house or penal made goods, therefore, be it

RESOLVED, That all members of the Amalgamated Association of Street and Electric Railway Employees of America of the United States and Canada, be instructed to educate themselves and their families in demanding the union label, and

RESOLVED, That the officers of this Association be instructed to have printed on all stationery these words, "Demand the Union Label when purchasing goods," and that the stationery of this association bears the union labels and all locals be requested to do likewise, and be it further

RESOLVED, That hereafter no delegate be seated in these conventions who does not bear all union labeled wearing apparel, unless said delegate can prove satisfactorily to the proper committee their impossibility to secure same, and be it still further

RESOLVED, That the Executive Board be, and are hereby, instructed to have the above section a part of the qualifications of delegates in our constitution to attend or be seated in a convention, and a part of the call for the next convention.

Referred to Committee on Resolutions.

#### Resolution No. 7.

Resolution by J. J. Bruce and W. S. McClenathan, Division No. 308, identified as Resolution No. 7, as follows:

To amend Section 69 of General Laws to read as follows:

When charges are preferred against any member or members, such charges shall be in writing, signed by at least five members in good standing. The remainder of Section 69 to read as at present, except to strike out the word "after" and insert the words "at its first regular meeting."

Referred to the Committee on Law.

#### Resolution No. 8.

Resolution by Delegate Thomas H. Hushion, Division No. 490. Identified as Resolution No. 8, as follows:

At a joint Executive Board meeting of Division No. 498, Mt. Vernon and New Rochelle, of A. A. of S. & E. R. E. of A. the following resolution was adopted to be presented at the International Convention to be held in Rochester on September 13, 1915.

WHEREAS, The employing companies of railways adopt methods of checking cars through the employment of private detectives, who at times are incorrect in their

official reports to the companies; therefore, be it

**RESOLVED**, That the said companies be compelled to produce such detective at the companies' offices to face and identify the accused, and in case he fails to identify said accused that said detective be compelled to reimburse the motorman or conductor for inconvenience and loss of time, and that said operator be discharged from the employ of the company.

Referred to Committee on Resolutions.

#### Resolution No. 9.

Resolution by Delegate David H. Coleman, Division No. 540, identified as Resolution No. 9, as follows:

**WHEREAS**, In the last legislatures of the States of New York and New Jersey the Merchants' and Manufacturers' Association tried to have enacted into law bills to saddle upon the backs of organized labor that infamous and iniquitous institution called the State Constabulary, or would be better named the American Cossack, and

**WHEREAS**, Organized labor has seen and suffered from this infamous institution in our sister state of Pennsylvania when labor troubles arose there, and their most damnable actions in interest of the corporations and employers, therefore, be it

**RESOLVED**, That this, the 14th Bi-ennial Convention of this association goes on record as condemning and giving all aid within their power to all organized labor in any state in their fight against the passing or establishing of any such law as a State Constabulary.

Referred to Committee on Resolutions.

#### Resolution No. 10.

Resolution by Delegate Peter J. Rooney, Div. No. 22, Worcester, Mass., identified as Resolution No. 10, as follows:

**RESOLVED**, That the second paragraph on page 35 be amended by adding the words "any one of," before the word "those" in the seventh line so as to read "Neither does it interfere with any will or testament of the deceased member, providing that the said will or testament embraces as beneficiaries 'any one of' those specified in this section."

Referred to Committee on Law.

The convention adjourned at 5 o'clock p. m. to 9 o'clock a. m., Wednesday, September 15th.

### THIRD DAY.

#### Morning Session.

Wednesday, September 15, 1915.

The morning session of the Third Day of the Convention was called to order at 9 o'clock a. m., Wednesday, September 15th, International President W. D. Mahon in the Chair.

The Chair declared in order continuance of the report of the General Executive Board.

The G. E. B., by its Secretary, continued its report as follows:

Appeal of Member J. F. Baesler and fifty-two others of Div. No. 194, New Orleans, La., the decision of the I. P. thereon and appeal therefrom were submitted for action of the Board. The original appeal and the action of the International President was taken for deliberation in disposition of the appeal from the action of the International President. The original appeal was against the action of Div. No. 194 in establishing barn seniority at the Canal Street Barn, from which several lines operated, appellants setting forth claim for line seniority. The appeal was based upon a charge that certain lines had been brought to the barn upon which men older in the service were operating than other men whose seniority existed at the barn at the time of the consolidation and that by the establishment of barn seniority it would deprive the senior employes enjoying line seniority of their seniority rights. Establishment of barn seniority by the local had been in accordance with Section 139 of the Constitution as enacted by the Salt Lake City Convention. Supporting the appeal was cited Section 8 of the New Orleans agreement, which in part provides: "Motormen and conductors shall be promoted to best runs in accordance with length of time they shall have been in continuous service of the company. Motormen and conductors shall be allowed to select runs they consider the best on the lines they are working when they are entitled to such choice." It was charged that to establish barn seniority would abrogate the effect of that part of Section 8 of the agreement. There was no dispute as to the facts. The decision of the I. P. sustained the action of Div. No. 194 in establishment of barn seniority. The Board decided to deny the appeal and affirmed the decision of the I. P. approving the action of Div. No. 194 in the case.

Appeal of Member Martin Boggan, Div. No. 241, Chicago, Ill., was submitted for consideration. The appeal was a petition for re-establishment of seniority of appellant in employment. Appellant holds seniority from his last entrance of employment with the employing company. Evidence submitted was, in effect, that his first term of service was with the Chicago West Division Railway Company from 1885 to 1890. He then entered the Chicago city railway service until 1897, after which he entered service with the Chicago General Railway Company. Later he was compelled to leave this company and entered service with the company with which he was originally employed, all of which transpired previous to the institution of Div. No. 241. Appellant's appeal, under date of Sept. 4, 1913, was several years after cause for appeal developed, even though it should be within the province of the Division to establish seniority retroactive from the installation of the local. The secretary was directed to advise the appellant of the laws and possibilities of the Association in such

case and the course that his grievance should take under the laws and policy of the Association.

Submitted to the Board was an appeal of members of Div. No. 176, Sharon, Pa., appealing for a division of the Sharon local by the institution of a new local at Hubbard, Ohio, for the convenience of the interurban membership of the Sharon local. Accompanying this appeal was evidence that the proposed division had been agreed upon and terms therefor had been made acceptable as between the Sharon and Youngstown membership and the Sharon and Sharpsville membership. The G. E. B. ruled directing the International President to grant a charter for the institution of the proposed new local.

There came before the Board a communication from Representative Mary Anderson of the National Women's Trade Union League asking what action had been taken in the matter of appropriating funds to assist the League in organizing and promoting the interests of women wage earners. The Board resolved that, as the A. F. of L. Convention held at Seattle, Wash., enacted to issue an assessment of two cents per member to assist the N. W. T. U. L., in which assessment the Amalgamated Association must participate, any contemplated appropriation be deferred and the secretary was instructed to so notify the petitioner.

Former member W. T. Jane of Div. No. 215, San Francisco, Cal., submitted a petition to the Board, petitioning for a membership clearance card in lieu of a withdrawal card. The Board directed the I. P. and secretary of the G. E. B. to investigate the record membership of the petitioner within Div. No. 205 and issue a letter of release, or otherwise, as they found the case might warrant.

Div. No. 524, Oskaloosa, Iowa, at the time on strike, submitted a petition to the Board for the establishment of an automobile service between Oskaloosa and Beacon, Iowa, the object being to compete with cars being operated by the company. Due to reports upon the Oskaloosa situation and the fact that the Board had directed the dispatching of automobiles to the assistance of the Tarentum local, it was enacted to defer the question to await further developments.

Appeal and decision of the I. P. thereon of Members Fred Onasch, Albert Piette, Jacob Kleiman, L. Larson, O. Buehke and others, members of Div. No. 241, Chicago, Ill., were submitted for consideration. This appeal was from action of Div. No. 241 in establishing line seniority at Division Station. Statements in evidence showed that this provision was enacted by the members at Division Station by vote on the question of barn or line seniority. Later, and while line seniority prevailed, one line was to be taken from Division Station and placed at another station where station seniority pre-

vailed. The appeal was to obtain station seniority at Division Station. The ruling of the I. P. upon this appeal had been that the specific subject had not been acted upon by Div. No. 241. In consideration of the appeal the Board accepted that the action of Div. No. 241 in permitting the Division Station men to vote upon the question was, in itself, sufficient action to warrant entertainment of the appeal. The Board adopted a resolution in effect to overrule the decision of the I. P. and sustain the appeal.

The Board entertained much discussion upon proposed legislation in the interest of street and electric railway men and labor in general. Among measures brought to the attention of the Board already presented before legislative bodies were, in Massachusetts legislature, House Bill No. 1786, to provide that injured employes be paid for the first two weeks of their injury, an amendment to the Massachusetts Compensation Law; House Bill No. 1787, to amend the same act to provide that an employe injured may elect his remedy for recovery at the time of injury; House Bill No. 2031, to provide to extend the powers of the Board of Conciliation and Arbitration in taking evidence and to amend the law authorizing compulsion of attendance of witnesses in arbitration cases, the production of books, papers and documents under the same process of a court and to vest all powers of the state board in local boards of conciliation and arbitration. In New York state effort was being made to secure legislation to provide that no passenger car of any surface street or railroad propelled by animal or horse power, cable or electricity, shall be operated with less than one employe additional to the person operating the motive power propelling the same and that the person employed in charge of such car shall have no other or further duties while actually so engaged than are incident to the operation of the car; also a proposed efficiency measure to provide for at least fifteen days' experience before employes shall be qualified to operate cars independently. These and contemplated movements in other states were given the approval of the Board.

By Second Vice-President W. F. Welch was submitted a communication requesting advice upon the disposition of \$1,500, a balance of settlement fund in the case of the prosecution of officers and agents of the Birmingham, Ala., street railway company, under charge of unlawfully conspiring to and deporting Brother Welch from Alabama. The case was settled by the company paying a penalty of \$3,000. The cost of prosecution was one-half of this amount. The balance remained in the hands of Brother Welch and by the communication Brother Welch claimed he was entitled to the \$1,500. The Board resolved that it recognized a legal right on part of Brother Welch to retain the \$1,500 and the secretary was directed to so instruct him.

### Association Headquarters.

The committee on Association headquarters property appointed at the previous meeting of the Board, consisting of the International President, the International Treasurer and the Secretary of the Board, reported that it had located property at 104 East High street, Detroit, Mich., upon which to construct a headquarters building; that preliminary provisions for the purchase of the property had been entered, the purchase price having been fixed at \$14,500; that since the purchase arrangement it had been discovered that possession of the property was subject to a lease alleged to terminate in May, 1915. Appearing before the Board was Attorney Thomas Dalton, who explained that at the instance of the committee he had inspected the title to the property and found the property abstract was clear. It was enacted directing the attorney to close the deal for the property in the sum of \$14,500.

By President Samuel Gompers of the A. F. of L. telegraphic announcement was made to the Board that, in line with a resolution adopted by the Seattle A. F. of L. Convention, as concurrent with a resolution adopted by the Thirteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America for the appointment of a commission to investigate employment under municipal ownership and operation of public utilities, that it was agreeable to the A. F. of L. that President W. D. Mahon and Editor L. D. Bland of the Amalgamated Association should be commissioned as said municipal ownership employment investigators. It was enacted to approve the appointment and so notify President Gompers.

A statement of account in the sum of \$835.60 by Metcalf & Metcalf for stenographic work in the interest of Div. No. 645, Indianapolis, Ind., in arbitration proceedings, being the one-half charge against the Division Association, was submitted to the Board, together with an appeal on part of Vice-President J. J. Thorpe for payment of the same by the International Association. It was enacted by the Board that the bill be paid by the International Association.

Upon commendation of Board Member P. J. Shea of the Valley Daily News, a Tarentum, it was enacted by the Board disservice rendered the cause of the employees, members of Div. No. 528, on strike at Tarentum, it was enacted by the Board directing the secretary to write to the Valley Daily News, the editor and the owner thereof, extending the thanks and well wishes of the Association as tendered through the G. E. B. for the eminent fairness of the paper in reporting and advising upon the strike.

Continued incapacitation of G. E. B. Member Cornelius, who remained confined at the California Sanitarium at Belmont, Cal., was reported to the Board. It was

enacted instructing the I. P. to retain Bro. Cornelius upon the payroll of the Association at the rate of \$42 per week pending his sickness.

The I. P. reported that in compliance with the Thirteenth Convention resolution authorizing him in the acceptance into membership of Div. No. 477, Philadelphia, Pa., of former members of the local who had perviously refrained from reinstatement, to permit such members seniority in benefits to date from their former entrance into the Division Association, he had immediately following the convention notified the local secretary to advise such ex-members that those of them who should re-enter the local on or before Dec. 31, 1913, would be entered in membership with seniority in benefits to date from their former entrance into the local; that at a later date, upon request of the secretary of Div. No. 477 for extension of the time to Jan. 31, 1914, he had granted the request and that during the period of six months but 143 of the former members had shown a willingness to take advantage of the privilege granted through the authority of the convention. The Board regarded that it would be unfair to the general membership of the Association to further extend the privilege and subject the Death, Disability and Old Age Benefit Fund to the inequality resultant from further continuance. It was enacted to approve suspension of the privilege by the I. P.

At the closing session of the Board G. E. B. Members P. J. Shea of Div. No. 168, Scranton, Pa., and R. L. Reeves of Div. No. 85, Pittsburgh, Pa., were elected respectively as chairman and secretary for the ensuing term.

Organizing work in progress and prospective organizing work was given careful deliberation at the final session of this meeting.

Due to the fact that the auditors employed upon the audit work of the International Association had been continued in service through several terms, it was regarded advisable by the Board to make a change in auditors and the secretary was instructed to secure other auditors for further service upon the books and accounts of the General Office.

The meeting adjourned at 3:30 o'clock, p. m., Friday, Feb. 13, 1914.

### Third Meeting.

The third meeting of the General Executive Board was held at headquarters, Hodges Building, Detroit, Mich., Sept. 14-18, 1914, G. E. B. Chairman P. J. Shea presiding.

Absentees were G. E. B. Members Fred Fav, excused on account of engagement with Bay State arbitration, and Richard Cornelius, excused on account of sickness.

The International President submitted to the Board the books, records and financial accounts of the General Office for audit, together with his report for the six months' term ending July 31, 1914.



Under prior instruction of the Board E. E. Englehart, expert accountant of Detroit, was engaged and made a complete audit of the finances and financial records of the Association for the term.

The financial accounts of the Union Leader were audited by the Walton, Joplin, Langer Co., certified accountants, of Chicago.

A review of the audit and inspection of the financial books, accounts and financial records of the office showed a recapitulation of the funds of the Association at headquarters as follows:

Balance on hand at the close of	
January 31, 1914.....	\$260,130.71
Receipts Feb. 1 to July 31, 1914,	
inclusive .....	226,353.95
<b>Total .....</b>	<b>\$486,484.66</b>
Disbursements Feb. 1 to July 31,	
1914, inclusive .....	196,162.23

Total funds of the Association

at headquarters July 31, 1914..\$290,322.43

During this period of six months the funds at the General Office had increased \$30,191.72, approximately 12 per cent.

Further funds of the Association were \$966.31 in the Central Trust Company Bank of Illinois, Chicago, to the credit of the Union Leader, and \$1,000 bond collateral on deposit in bank in Columbus, Ohio. These items made the total funds of the Association to be \$292,288.74.

Included in the item of expenditures was the payment of \$14,500 for headquarters property at 104 East High street, Detroit; \$101,550 in death and disability benefits and \$14,054.40 from the Strike and Lockout Benefit Fund. These items embraced two-thirds of the expenditures for the term.

The audit showed that 210 death benefit claims had been paid in the sum of \$97,550, averaging \$464.52 per claim.

There were paid \$4,000 on seven disability claims.

Rulings and enactments of the Board at this meeting were as follows:

#### **Death and Disability Benefit Claims.**

A claim was submitted for consideration for payment of a bill of \$371 for funeral expense of late Brother Samuel Eckert, Div. No. 477, Philadelphia, Pa., in the interest of Oliver H. Blair, funeral director, Philadelphia. Death occurred in the fifth year of membership of deceased, entailing liability for \$400 death benefit. Statement accompanied the bill in effect that deceased died without leaving any beneficiary, thus rendering the benefit liable for funeral and tombstone expenses. The bill was without certification by the officers of Div. No. 477 and appeared extortionary. It developed that the International President had written for further information, to which reply had not yet been received. It was enacted to defer action upon the bill to await information sought and proper certification of the officials of the local.

Claim for funeral benefit upon the death of late Member Joseph Schilling, Div. No. 477, Philadelphia, Pa., was submitted for adjustment by the Board. Evidence accompanying the claim was in effect that deceased became a member June 21, 1909, and was a member of the local at the time of suspension of charter, Dec. 23, 1911; was one of 139 members reinstated by action of the Thirteenth Convention, with benefits to date from original affiliation with the local. Death occurred April 6, 1914. It was enacted that funeral benefit be paid in accordance with seniority of membership dating from June 21, 1909.

Funeral benefit upon the death of late Brother Joseph E. Lesbinte, Div. No. 496, Pittsfield, Mass., was taken up for further consideration, it having been deferred from a former meeting to await information upon the period of illness, death having been caused by tuberculosis a little more than one year from date of initiation. Additional statements in the case were letters from the secretary, past and present, of Div. No. 496, in which it was stated that from all evidence and appearances available deceased was not afflicted with tuberculosis at the time of admittance into the organization. It was enacted directing payment of the benefit of \$100.

Claim for disability benefit in the interest of Member John P. Benedict, Div. No. 268, Cleveland, Ohio, was submitted for consideration. Claim was based upon disability from "nervous breakdown." Claim was filed Feb. 21, 1914. Applicant became a member March 28, 1907. Application stated total disability developed in October, 1913, within the sixth year of continuous membership. In evidence was a statement of Dr. E. C. Horne, alleging affliction from "chronic inflammatory envelopment of the ethmoid cells," with chronic bronchitis, and that applicant "is undoubtedly unable to do justice to his work." This statement was made under date of Feb. 14, 1914. Statement of Secretary W. M. Rea, received under date of Aug. 31, was that applicant "had been working on the cars for some time and when he was at this office we told him that his going back on the cars, in our opinion, would bar him from receiving any disability claim." It was clear that no disability existed upon which payment of benefit would be warranted by the laws of this Association. It was enacted not to allow the claim.

Claim for payment of disability in the interest of Member W. C. Dixon, Div. No. 268, Cleveland, Ohio, was presented for consideration. Claimant became a member Nov. 24, 1906. Claim was filed March 28, 1914, based upon disability from rheumatism. Attestation of Dr. E. W. Reimenschneider under date of March 23, 1914, was, in effect, that upon examination he found "rheumatic arthritis of the right knee" and that applicant would "never again be able to act as motorman on account of

stiffness caused by this disease." Statement of Secretary W. M. Rea was, in effect, that he had "found that applicant has not worked since Oct. 31, 1913;" that affliction "has been coming on him gradually for the last four years until now he is no longer able to run a car and never will be." Evidence as to the cause and nature of the disability was regarded by the Board insufficient and it was directed that the case be deferred to await positive evidence relative to the cause of the affliction.

Claim for disability benefit in the interest of Member Harvey W. Williams, Div. No. 52, East Liverpool, Ohio, was submitted for consideration. Record and evidence showed that applicant became a member Dec. 3, 1909. Claim was based upon affliction from "rheumatism and epileptic fit" definitely developing April 9, 1914. Statement of Dr. S. R. Conrad, surgeon for the Y. & O. R. R. Company, was, in effect, that disability is permanent in incapacitation for service as an electric railway employe, he being subject to a recurrence of the epileptic attack. Statement of the general manager of the road sustained the statement of the examining surgeon, with additional information that applicant was apparently in good physical condition when examined for employment June 1, 1908; that applicant was retired from the service on account of his ill-health April 9, 1914. Statements were also corroborative from Secretary R. A. Plate, Div. No. 52. Evidence was wanting, however, upon which could be based the assurance that the affliction was traceable to any accident or incident within the employment as required by Section 97 of the Constitution. The Board enacted to disallow the claim.

Application for payment of disability benefit in the interest of Member Victor Lubeleyck, Div. No. 243, Taunton, Mass., was submitted for action. The case was, in effect, that the disabled member became a member July 17, 1905, and later was reinstated May 1, 1906, from which date continuous membership was credited. Claim was based upon disability from "mild form of delusional insanity" developing to employment disability in April, 1914, during the seventh year of continuous membership. Statement of Dr. Joseph L. Murphy, under date of May 14, 1914, sustains the fact of disability and certifies to the opinion that the disabled member will never entirely recover to resume his former occupation. Statement of Dr. T. J. Robinson corroborates that of Dr. Murphy and certified to the opinion that the brother "has some chronic organic cerebral disease that will cause a permanent disability for the occupation of motorman." Statement of Secretary Patrick Walsh was in the nature of an appeal in behalf of the afflicted member, that he was unable to obtain from the physicians certification as to the cause of the affliction. No evidence in any way certified to the claim as one within the provis-

ion of Section 97 of the Constitution and General Laws. It was enacted to disallow payment of the claim.

Application for payment of disability benefit to Member George Wm. Graves, Div. No. 192, Oakland, Cal., was submitted for action. Applicant became a member of Div. No. 192 July 10, 1902; disability developed to the point of permanent incapacitation for work January 19, 1914. Claim was based upon disability from "disturbance of vision, impaired heart action and varicose veins in the lower extremities." Statement of Drs. Lore Higgins and C. Duane Cobb, were, in effect, that examinations resulted in their opinion that total disability was permanent. Certification of Dr. Phil H. Weber, under date of May 18, 1914, was that from his examination Brother Graves was unable to perform his duties at motorman "owing to impaired physical condition." A second certification of Dr. Weber, under date of May 31, 1914, was in effect that the impaired physical condition was "brought on by long years of work as motorman together with his age." Second certification of Dr. Cobb, under date of July 1, 1914, was that "long years of steady application, together with his age, are doubtless causative factors in bringing him to this condition." Statements from Secretary Fred Straub and President R. J. Scott of Div. No. 192, supporting the application for disability benefit, certified to the broken health of the applicant. The evidence appeared to the Board to establish the fact that the applicant is suffering from constitutional ailments not necessarily attributable to any accident or event of the occupation. It was enacted to disallow payment of the claim.

Application for payment of disability benefit in the interest of Bro. Wm. Robinson, Div. No. 101, Vancouver, B. C., was submitted for consideration. Brother Robinson became a member December 8, 1909. On June 22, 1913, he became disabled by sustaining an injury in which the brachial artery and nerves of the left upper arm were severed, rendering the hand and forearm "useless for all practical purposes." The accident occurred while applicant was in the employ of a shingle manufacturing company, rendering the case not one within the provisions of the laws of the Association permitting payment of disability benefit. It was enacted to disallow payment of the claim.

Application for payment of disability to Member R. F. Clarke, Div. No. 78, Galveston, Tex., was taken from the record of the previous meeting for further consideration. The case was one in effect that applicant became a member May 14, 1896, and on June 4, 1913, was relieved from duty on account of incapacity for further employment, resultant from accidents, the most important of which inflicted exaggerated scoliosis with the spinal bend at the lumbosacral junction. Certification of total dis-

bility and it being resultant from accidents recorded were made by Dr. Starley. It was enacted to direct payment of the claim.

Disability claim of Member F. Haines, Div. No. 85, Pittsburgh, Pa., deferred from the former meeting, was given further consideration. By previous action this claim had been deferred for further evidence regarding the nature of the cause of the disability. No further evidence was at hand. It was enacted to further continue the claim.

Claim for disability benefit in the interest of Member John Monlezun, Div. No. 194, New Orleans, La., was submitted for consideration. Applicant became a member October 2, 1902. Claim was based upon injuries sustained by a fall into a pit October 23, 1913, in which applicant struck his head on a rail, sustaining functional nervous affliction or disease resultant from a wound or injury. The evidence was regarded incomplete and the case was deferred to await developments and more definite information.

#### Appeals and Decisions Thereon

Appeal of Member George W. Dunne, Robert Elliott et al., Div. No. 477, Philadelphia, Pa., and decision of the I. P. thereon, were submitted for action. The appeal was against the action of certain officers in the management of the affairs of the Division and petitioned for a new nomination and election of officers. The charge upon which the appeal was based was in effect that the nomination and election of officers in Div. No. 477 had been done at stated meetings and not by a poll of the general membership, as provided under the laws of Div. No. 477 prior to the suspension of the local. Records of the local as well as the result of an investigation by G. E. B. Member P. J. Shea, had determined that nominations and election had been open to all members, and the opportunity to participate was afforded by meetings within the possibility of attendance by the members. The I. P. overruled the appeal and sustained the action of the Local Division. The decision of the I. P. was approved.

Referred for the consideration of the Board were appeal and the decision of the I. P. thereon of Robert S. Elmore, Div. No. 241, Chicago, Ill. The appeal was against action of Div. No. 241 in refusing to seat him as a member of the local executive board, the question in controversy involving his nomination and election. In the case the I. P. declared a new nomination and election, to be held under the supervision of International Vice-President W. S. McClenathan, which was agreeable to Div. No. 241 and complied with. The action of the I. P. in the case was approved.

Appeal of Members Paul Masino, J. Bienvenu, J. Puisegure and M. Labanca, members of Div. No. 194, New Orleans, La.,

and the decision of the I. P. thereon were referred to the Board for action. As submitted, the case was a contention on part of appellants that at the time of changing motive power from horse to electricity the horse-car drivers were discharged and re-employed as motormen, entering the electric service as extra men when appellants were regular, and that the seniority of such drivers should date from the time they became motormen, regardless of their term of service as horse-car drivers. The appeal was from action of the Division in determining that the horse-car drivers were not discharged, but merely transferred from positions as drivers to motormen as the motive power changed. The decision of the I. P. overruled the appeal. The decision of the I. P. was approved.

Referred for action of the Board was appeal and decision of the I. P. thereon of Member Thomas Griffin, Div. No. 268, Cleveland, O. The submission was in effect that appellant appealed against action of the local in setting aside the election of delegates to the Cleveland Federation of Labor and denying such delegates credentials; that the ruling of the I. P. was rendered upon the premise that the local, itself, in regular meeting, has decided that delegates should be elected by the entire membership and in compliance, at a stated meeting on December 13, 1913, nominations were made in the same manner as nominations for other officers and the candidates' names were placed upon the ballot and delegates were so elected at the regular election of the Division. The contention of the local president elected at the same election was that the election of delegates was void on the ground that the General Constitution did not provide for the election of delegates under an amendment adopted at the Salt Lake City Convention until after the first of the year, when the law should go into effect, as of January 1, 1914. The decision of the I. P. sustained the appeal on the principle that the local at the time had autonomy in the election of delegates, and, inasmuch as they were elected regularly, they were entitled to the certification of election. The decision of the I. P. was approved.

Appeal and decision of the I. P. thereon of Member William Pasche of Div. No. 241, Chicago, Ill., were submitted for action. This appeal was in all purpose a protest on the part of Brother Pasche and 107 other members against the adoption of station seniority at the North Ave. Station, which went into effect after February 1, 1914, line seniority having prevailed to appellants prior to that time. Station seniority had been effected under the laws providing therefor enacted by the Thirteenth Convention, and to grant the petition of appellants would have been in violation of the amended laws. The decision of the I. P. overruled the petition. The decision of the I. P. was approved.

An appeal and decision of the I. P. thereon of Members D. Sutherland and John F. Brennan, Div. No. 22, Worcester, Mass., and in connection therewith an appeal of Member Sutherland from the decision of the International President upon the subject matter of the Sutherland-Brennan appeal, were submitted for consideration. The appeal of Brothers Sutherland and Brennan was against action of Div. No. 22 in operating in seniority conjunction the Worcester and Holden lines with the Worcester Consolidated, having followed a consolidation of the two systems after appellants had transferred in employment from the Worcester Consolidated to the Holden lines, appellants claiming seniority from first employment with the Worcester company. The local denied this extension of seniority and had been previously sustained therein by a ruling of the I. P. A review of these appeals made it appear to the Board that at the time appellants transferred to the Holden lines they were not compelled to so transfer, but did so under no other presumption than that they were forfeiting their seniority on the Worcester line, in that they were entering employment upon a distinctly different system. The Board overruled the appeal of Appellant Sutherland and approved the decision of the I. P. upon the Sutherland-Brennan appeal.

Appeal and decision of the I. P. thereon of Member James H. Tirney, Div. No. 618, Providence, R. I., were submitted for action. This was an appeal against a seniority agreement covering the employment in freight service, the agreement having been made with full understanding and concurrence of the members and on approval of a meeting of those of the freight service department. The decision of the I. P. overruling the appeal was sustained.

Appeal of Member D. B. Owens, Div. No. 168, Scranton, Pa., and decision of the I. P. thereon, were submitted for action. The appeal was, in effect, that Members Robert Payton, Peter Kresgo and Joseph Yennis were motormen upon coal-cars when the coal-car service was abandoned by the company. The Division, at a regular meeting, voted to replace the motormen in seniority line in the passenger service. Motorman Sweeney had previously transferred from the coal service to the passenger service without protest. The appeal protested the seniority placement of the three coal-car motormen in the passenger service. The International Treasurer, acting for the I. P., overruled the appeal and sustained the action of the Local Division. The decision of the I. T. was approved.

Appeal of Member Frank Palmer, Div. No. 241, Chicago, Ill., was made to the Board, appealing from a decision of International Treasurer Orr, acting International President. The original appeal was from action of Div. No. 241 in placement of appellant in seniority. Appellant was

employed March 30, 1895, sent to Larrabee Station, got a run on North Ave., and at a time prior to the institution of the local, when missing was disciplined by loss of run and being placed at the foot of the extra list, that penalty fell to appellant September 23, 1901. Appellant then secured transfer to Division Station, where he has since remained. Four years previous to the appeal the East Chicago Ave. line was transferred from the Larrabee Station to Division Station, and on February 15, 1914, station seniority was instituted. Appellant was then placed behind three men with whom he was originally employed at the Larrabee Station, and over whom he had at that time held seniority. Appellant's contention was that he should be given seniority at Division Station from date of first employment at Larrabee Station or be sent to North Ave., where now exists the line upon which he missed in 1901 and from which he had transferred. Appellant contended that he was indirectly compelled to transfer from lack of employment at the foot of the extra list at Larrabee Station. In the case your Board held that appellant's transfer was voluntary, insofar as any purpose for establishing seniority was concerned, overruled the appeal and sustained the decision of the International Treasurer.

Upon an appeal from Member Martin Boggan, Div. No. 241, Chicago, Ill., upon which a decision was rendered at a previous Board meeting, was the subject of a petition presented for reconsideration of the former decision upon the appeal. Accompanying the petition for reconsideration were added statements of Messrs. John T. Denvir and Charles F. Nagl. These statements, however, only confirmed the evidence previously before the Board. It was enacted to affirm the previous conclusions of the Board upon the case and the secretary was instructed to so notify the appellant.

Appeal of Member Ferdinand H. Troike, Div. No. 308, Chicago, Ill., was made to the Board. The appeal was from action of Div. No. 308 in the classification of tower service upon the Metropolitan Elevated Railway in its application to seniority privilege of the appellant, the contention being as to the date upon which appellant should be admitted to a so-called junction tower list. In that the evidence showed that appellant had worked in what was known as the St. Louis tower from Nov. 16, 1911, the point of the Division being that it was not then classed as a terminal tower, yet the evidence shows that the company had issued a bulletin Nov. 14, 1911, which stated that appellant was transferred to the St. Louis "tower," which is now acknowledged to be and is classified as a tower. The Board decided that the contention of appellant was correct; that the action of Div. No. 308 be overruled and that appellant was entitled to his tower

seniority from the time that he went into the St. Louis tower, Nov. 16, 1911.

Appeal of Member J. E. Holloway, Div. No. 125, East St. Louis, Ill., was submitted for action. The appeal was against action of Div. No. 125 in imposing penalty upon appellant in accordance to a finding of a trial board upon certain charges inferred to be participation by appellant in a strike or lockout of the employees of the Southwestern Telegraph and Telephone Company at Granite City, Ill. In this case a copy of the original charges against the appellant was submitted by neither appellant nor the Division, although evidence was clear that the local had been requested for a full copy of the records. The charges upon which the Executive Board was required to deliberate in passing upon the case were those assumed in the transcript of evidence and statements accompanying the appeal. The Board felt that it was unable to reach a definite decision, only subject to its conclusion of charges as deducted from the statements of evidence in hand. Your board instructed its secretary to request of Div. No. 125 a copy of the charges filed against the appellant and decision was withheld to await response.

Appeal of Members Charles B. Dewick and Robert E. Lockwood, Div. No. 241, Chicago, Ill., was submitted for action. The appeal was from a decision of Div. No. 241 in refusing to entertain charges made against an officer of the local by appellants and others. Evidence submitted was that the real act of the Division from which appeal to the Board was taken was enacted Feb. 17, 1914. On March 17, 1914, appellants presented certain affidavits to the Local Division which were received and filed and upon which date appellants served notice that an appeal would be taken from its action of Feb. 17 previous. The appeal made to the General Executive Board was under date of Sept. 11, 1914. Extending the time of final action of Div. No. 241 in the matter in difference to March 17 and applying Section 71 of the Constitution and General Laws to the case, the appeal would necessarily have been made under date not later than June 17, otherwise the right of appeal was clearly forfeited. Due to the limitation of the provisions of Section 71, the Board had no authority to entertain the appeal and it was so enacted, with instructions to the secretary to so notify appellants.

An appeal from Div. No. 113, Toronto, Ont., supported by Div. No. 99, Winnipeg, Man., under date of Sept. 9, 1914, was submitted for decision of the Board. The appeal was, in effect, a petition in the interest of Canadian members called upon for or voluntarily entering war service as subjects of Great Britain and other countries involved in the European war. The petition urged the Board to provide:

"First either relieve the locals of paying

per capita on such members, the same to be kept in good standing, or

"Second, in case the locals keep up the per capita the Association to assume the death benefit in case of death from any cause, or

"Third, the Association to pay the death benefit of the married men whose families will be left."

In deliberation upon this appeal your Board took into consideration Section 88 of the Constitution and General Laws, which provides: "No death or disability claim shall be allowed or paid to members whose death or disability has been caused while on duty as a volunteer militiaman, policeman or paid city fireman or in other hazardous or prohibitive occupations, as defined by insurance companies." Accepting this provision as restraining the Board from granting the petition, it was resolved that the Board call the attention of the petitioners to that law, also to the policy of the Association not to discriminate on account of creed, color or nationality and its position upon questions such as have now involved Europe in war, being neutral, having within its membership men from all nations and all creeds and political beliefs; and that it is not within the power or jurisdiction of the Board to grant or allow the appeal, that being a power of only the duly constituted delegates of the Association in convention assembled; that the Board, therefore, call the attention of the petitioners and those members in the interest of whom the petition was made to the policy of this Association; that the Board sympathizes with the brothers that have been called to war and with any set of workers from any country that may have to take up arms; however, as an Association, we have always opposed and stand opposed to war; but to change the laws of the Association is not within the jurisdiction or power of the General Executive Board.

An appeal of Executive Board Member Peter Brown, Sr., of Div. No. 194, New Orleans, La., was submitted for action of the Board. It was based upon allotment to a position as pit-helper and car-cleaner, the position being in contention between a member from the Carrolton Barn, at which appellant is executive board member, and one from the Arabella Barn. Div. No. 194 had ultimately given the position to the employee from the Arabella Barn, this action seemingly having been based upon assertion of the management that in the event that the position should go to the Carrolton Barn man it would be abandoned at an early date. Board Member Brown based the claim of his constituent upon the fact that he had been employed for six years for some four hours each day at Canal and Wells streets for convenience as a repairman. Later, by action of the Board of Health the company stationed another man at this point from the Arabella Barn, he

working the full service day, the cleaning of cars being added to the employment. After some eighteen months of this double shift work the company cut out the shorter hour service day man, returning him to the Carrolton Barn and retaining the full service day man from the Arabella Barn. The evidence was in effect that the agreement existing between the Division and the employing company does not cover employment at the point mentioned and that most of the service day of the Carrolton Barn employe was passed in employment at the Carrolton Barn, establishing the Arabella Barn man in full employment at the point in dispute. The point in dispute appeared not to be a regular station, but a terminal point, where men from any of the various divisions that reach it could equally lay claim to this work and it not being a specified matter in agreement, but appeared that the Division should be the best judge of the matter, it was enacted to overrule the appeal and sustain the action of Div. No. 194.

Div. No. 272, Youngstown, Ohio, submitted to the International President and members of the General Executive Board a petition "to take such immediate action to effect a reconciliation and bring about a fair and honorable adjustment of the Philadelphia situation as may be expedient, restoring to full seniority rights of membership all of the men who have been involved in the suspension of Div. No. 477." The petition pledged the assistance of members of Div. No. 272 "as mediators to assist in any honorable way to bring about such desired adjustment." The petition was an enclosure by Recording Secretary H. R. Weller of Div. No. 272 and was based upon alleged "information and facts presented to the petitioners, justifying them in the belief that a mistake had been made, or an injustice had been done to the carmen of Philadelphia in the suspension of the members of Div. No. 477 on the 23rd day of December, 1911." Taking into consideration the fact that a full report of the Philadelphia situation had been made to the Salt Lake City Convention and the procedure of the Board had been approved and that Association Division No. 477 of Philadelphia, Pa., was at the time in good standing in the Association, having its own officers and committees and possessing autonomy in its own affairs in the matter of acquiring or rejecting membership, it was clear to the General Executive Board that it had no right to interfere in the affairs of Div. No. 477 unless some event should transpire subsequent to the Thirteenth Convention making such interference warrantable within the laws of the Association; it appeared that the petitioners were not clearly informed as to the subject matter upon which they were basing their petition; therefore it was enacted that the petition be not granted, as neither the members of Div. No. 272 nor the Executive Board have any right to interfere with or

say to Div. No. 477 of Philadelphia, Pa., who shall or shall not be its members so long as it complied with the laws and rules of the Association and directed the secretary to so communicate to Div. No. 272.

Referred to the Board for its action was a communication from the A. F. of L. special committee upon "The needs of organized labor in its work of defending against lockouts and its aggressive work to advance the interests of labor wherever strikes or lockouts may be involved." The committee signing the petition comprised Samuel Gompers, Frank Morrison, Thomas J. Williams, William Spencer, James O'Connell, A. J. Burres and Thomas F. Tracy. Their work was in obedience to a resolution of the Seattle, Wash., A. F. of L. Convention directing them "to make investigation and enter into correspondence with all international and national unions and seek their co-operation in devising a plan whereby power may be placed in the hands of the American Federation of Labor to levy, collect and disburse, in accordance with rules to be provided, a tax upon each member directly under the jurisdiction of the A. F. of L. and of any national or international affiliated unions, for the purpose of meeting the expenses of any strike or lockout of a national character or in cases involving the general interest of the labor movement." The petition was in line with this work. Upon the petition the Board enacted by resolution that "The Board is of the opinion that if the right were granted to the American Federation of Labor to levy assessments in cases of strike, the right to pass upon and vote strikes would also have to be granted. That, in our opinion, would be a serious infringement upon the rights of the organizations under the laws of the American Federation of Labor, striking at the principle upon which the Federation is founded, namely, that of granting each organization the right to control its own trade, by taking from them the authority to pass upon strikes and placing it in the hands of men unacquainted with the environments and conditions surrounding the trade. Therefore, it appears not within the power of the Executive Board to concede or grant this right, which could be granted only by the entire membership of our organization, expressed either by a referendum vote or through a regular convention. Therefore, the Board recommends to the executive council of the American Federation of Labor that its committee prepare in detail a proposed program and submit it to the coming convention of the A. F. of L., to all the affiliated organizations to act upon through referendum or otherwise, as their laws provide, and that the answers be submitted to the convention of the A. F. of L. to be held in 1915 for final action.

Submitted to the Board was a report of the wage arbitration in the interest of Divisions Nos. 282, Rochester; 576, Schnec-

tady; 580, Syracuse, and 582, Utica, N. Y., in which Board Member Fitzgerald stated that the Association had the liberal assistance of Secretary Frank Morrison of the A. F. of L. and that A. F. of L. Organizer James Roach of the Moulders' Union had served as arbitrator, without pay, upon his own initiative, by consent of the American Federation of Labor. In receiving this report, it was enacted by the Board that:

"Whereas, Mr. Frank Morrison, Secretary of the American Federation of Labor, extended the assistance of that body to us during our arbitration of the wage question with the New York State Rys. Co., by giving us the continued service of Organizer James Roach; therefore be it

"Resolved, That this Board does hereby instruct the secretary to extend the sincere thanks of our Association to Secretary Morrison for the said assistance, and

"Resolved, That we tender our thanks to A. F. of L. Organizer James Roach for the able manner in which he assisted in the said arbitration."

International Treasurer Rezin Orr reported to the Board upon the physical condition of International Vice-President John J. Thorpe, who was taken from his work as an officer of the Association in early June, 1914, on account of illness and heart affliction. At the date of the report Brother Thorpe had recovered sufficiently that he had been transferred from his home in Pittsburgh, Pa., to Bad Axe, Mich., where he was under treatment, yet very seriously ill. The continued sickness of Board Members of the best wishes and good will ber Richard Cornelius was also reported. The Board directed the secretary to extend greetings to those two brothers with ex- of the Association.

Submitted to the Board through Board Member P. J. Shea was a communication from President Thomas Kennedy of the Hazleton, Pa., C. L. U. supporting an appeal submitted by the members of Div. No. 173, in which was set forth that the management of the Hazleton Street Railway Company was ignoring conditions of settlement of the recent Hazleton strike, in that the management had failed to return to employment the members of the local after the strike had been declared off in response to such an arrangement; that it was the disposition of Div. No. 173 to resume the strike and appeal was entered for support of the International Association in such a course and in the installing of transportation conveniences. In connection with the subject Board Member Colgan made a detailed verbal report, as did Chairman Shea. It was enacted to refer the Hazleton appeal to the I. P. for investigation, with instructions to act subject to his investigation.

G. E. B. Member McMorrow rendered to the Board a detailed verbal report upon the troubles of the Western Federation of Miners at Butte, Mont., in which he charged

the so-called Industrial Workers of the world with being largely responsible for the unwarranted conditions that existed within the ranks of the Western Federation of Miners in the Butte district.

Before the Board came a request from the labor movement of Illinois for a compiled statement as to the attitude of Congressman W. B. McKinley, a traction company official, towards organized labor, as shown by the records of the Amalgamated Association. The Board instructed the secretary to issue a statement in compliance with the request, based upon the record of experience of the Association with Mr. McKinley's road.

International Treasurer Rezin Orr reported upon the headquarters building property at 104 East High street, Detroit, that the property was held by lease until May 1, 1915. He explained contemplated plans of the building to be erected upon the property. The architects appeared before the Board with plans of the building. It was enacted by the Board instructing the International Treasurer to proceed to secure immediate possession of the premises and take charge of, contract for and secure the erection of a headquarters office building of dimensions 48 by 36 feet, two stories and basement, upon designed plans submitted.

G. E. B. Member McMorrow reported upon the lockout situation at Vincennes, Ind., that all members of Div. No. 670 were locked out of employment by the employing street railway company because of their membership in the Association; that the company immediately obtained a preliminary injunction, issued by Federal Judge Baker, prohibiting the members from picketing or in any way interfering with the operation of cars. It covered the mayor and police department, the Central Labor Union of Vincennes and all Vincennes and vicinity trade union organizations; that the people evidently were determined not to ride upon the cars regardless of the injunction, which enjoined them in reference to everything in connection with the lock-out except to ride. He reported that the Central Labor Union and trade unions of the vicinity had maintained the locked out men about one month to the time of making the report, but that the expense of the injunction proceedings had made serious additional cost and that the situation appealed for financial assistance. It was enacted by the Board appropriating \$100 to assist the Vincennes Central Labor Union in its necessary expenses and contribute \$5 a week each to the 21 locked out carmen until settlement should be reached or the Board should decide upon another course.

Progressive and prospective organizing work was given discussion and attention of the Board in its final session.

An invitation of Div. No. 260, Chicago, Ill., to the officers and General Executive Board to attend a final meeting of that local prior to consolidating with Div. No.



General Executive Board adopted resolutions as follows:

"Whereas, The Great and Supreme Ruler of the Universe in His infinite wisdom has removed from among us one of our worthy and esteemed members and fellow laborers, Richard Cornelius, and

"Whereas, The long and intimate relations held with him in the faithful discharge of his duty in this Association and upon this Executive Board makes it eminently fitting that we record our appreciation of him, and

"Whereas, The wisdom and ability which he has always exercised in the aid of our organization, of service, contribution and counsel, will be always held in grateful remembrance, and

"Whereas, The sudden removal of such a life from our midst leaves a vacancy and a shadow that will be deeply realized by all the members and friends of this organization and especially by his fellow members upon this Executive Board and his death will not only prove a loss to our Association, but to the community of which he was an honored member; therefore be it

"Resolved, That in deep sympathy with the bereaved relatives of the deceased we express our hope that even so great a loss to us all may be overruled for good by Him who doeth all things well.

"Resolved, That a copy of these resolutions be entered upon the minutes of this Executive Board and copies be printed in the Union Leader and the Motorman and Conductor and that a copy be forwarded to the family of our late brother."

#### Disability Benefit Claims.

A claim was submitted for disability benefit in the interest of Member Eugene Burris, Div. No. 285, Steubenville, O. Applicant became a member September 9, 1902. Claim was based upon disability alleged to be resultant from injuries sustained in an accident occurring January 26, 1907, alleged total disability resulting therefrom October 16, 1913. Statement of Dr. C. W. Maxson under date of September 30, 1914, was, in effect, that the affliction was progressive, until October, 1913, when it required surgical interference which was without relief; that applicant is suffering from prostatic disease and atrophy of the bladder. No evidence definitely associating the affliction as resultant from the alleged accident was presented. It was enacted to defer the claim to afford the applicant opportunity for the submission of more definite evidence.

Disability claim in the interest of Member Michael C. Kane, Div. No. 260, Chicago, Ill., was submitted for consideration. Applicant became a member September 12, 1904. The claim is based upon glaucoma, a diminution of transparency, effecting dimming and loss of the sight, the affliction generally resulting from inflammation and in this case inflammation of the outer coat and choroid membrane of the eye. Applicant certified that disability occurred Oc-

tober 1, 1912, charging infection to inflammation resulting from rubbing the eyes, a process through which brass from the brass controller handles infected the eyes. Certificate of Dr. Richard J. Tivnen from examination October 3, 1912, was that applicant was suffering from glaucoma involving both eyes, vision being gradually affected and that he was unable to check the progress of the disease; that at a later examination, October 30, 1914, disease had increased and vision was more considerable impaired than in October, 1912; that at this time applicant gave a history of his case as having some inflammation of his eyes at the time the trouble first started. Applicant attributed the inflammation to infection from brass controller, the physician certifying that he had no knowledge of this infection, but "it is perfectly possible for such infection to have occurred." Other certifications of examining physicians were, in effect, that applicant is afflicted with the disease; that it is progressive, the optic nerve steadily wasting or contracting and that applicant is unfit for service in his regular occupation as motorman. It was enacted that the claim be deferred, to await further evidence upon the actual cause of the infection.

Application for disability benefit in the interest of Member Charles H. T. Archer, Div. No. 542, Waterloo, N. Y., was submitted for consideration. The evidence and statements were, in effect, that applicant became a member May 21, 1910. Application is based upon neuritis affecting both legs, the term indicating an inflammation of the nerve trunks. The affliction became acute September 22, 1913, to the evident extent that it inspired the charge that disability occurred on that date. Statement of Dr. C. B. Bacon was, in effect, that applicant came under his professional care September 22, 1913, showing that at that date applicant was suffering with the affliction. The certification was made under date of December 8, 1914. Evidence was clearly indefinite as to the origin and period of the affliction. It was enacted to defer the claim to await further information.

Application for disability benefit in the interest of Member William E. Keeler, Div. No. 85, Pittsburgh, Pa., was submitted for consideration. The application and statements were, in effect, that applicant became a member November 10, 1910. Claim was based upon an injury sustained in a collision and following results developing from an operation. Applicant stated that disability occurred August 3, 1911. The accident which resulted in requiring the operation occurred July 4, 1910. Statements of examining physicians were clear as to total disability. Applicant charges disability to the operation. Surgical evidence is, in effect, that disability resulted from the accident. The accident occurred prior to membership of applicant in the Association. The operation was within the first year of membership. The evidence appeared to place

241 was extended to the Board through Board Member McMorrow. Upon consideration of the invitation it was resolved that the International President and as many others as with whom it should be convenient should attend the Chicago meeting.

Submitted to the Board was a petition from Div. No. 477, Philadelphia, Pa., signed by Harry F. Flynn, President, and T. J. Kirrane, Secretary, under date of September 11, 1914, petitioning that an International representative be sent to Philadelphia to assist the Division officers in extending the membership of the Association. The plan was to institute a series of meetings at or near the various barns of the company, to be attended by an International representative and for the International representative to be of other and general assistance to the local. The petition was referred to the International President.

It developed to Board members that appeals of Local Divisions were being submitted for assistance when on strike or locked out and for other purposes without the endorsement of the International President and approval of the General Executive Board as had previously been the fixed policy of the Association. It was enacted directing the Secretary to notify Vice Presidents of the Association that appeals should not be endorsed without first having the approval of the International President.

An appropriation of \$100 to the United Mine Workers to assist them in connection with the Colorado strike was approved and made a matter of record.

For the ensuing term the Board elected as chairman G. E. B. Member Magnus Sinclair, Div. No. 113, Toronto, Ont., and as secretary R. L. Reeves, Div. No. 85, Pittsburgh, Pa.

This meeting adjourned at 5:30 o'clock, Friday, September 18, 1914.

#### Fourth Meeting.

The fourth meeting of the General Executive Board convened at Headquarters, Hodges Building, Detroit, Mich., at 10 o'clock a. m., Monday, February 15, 1915, and continued its session until 4:45 p. m., Friday, February 19, 1915, G. E. B. Chairman Magnus Sinclair presiding.

Absent from this meeting were Board Members Fred Fay and J. J. Thorpe. Board Member Fay was absent upon arbitration work in the interest of the Bay State locals. Brother J. J. Thorpe was absent from sickness.

Intervening the third and fourth Board meetings occurred the death of G. E. B. Member Richard Cornelius, and by provision of the Constitution First Vice President J. J. Thorpe became Board Member pro tem.

Board Members Fay and Thorpe were excused for non-attendance.

The International President submitted his report for the six months ending with Jan-

uary 31, 1915, together with the financial books and statements covering the audit period.

By previous engagement the audit of the finance of the Association was made by Expert Accountant E. E. Englehart.

The financial accounts of the Union Leader were audited by the Walton, Joplin, Langer Company of Chicago, Ill.

The audit recapitulation of the funds of the Association made by the accountants for the term ending January 31, 1915, was as follows:

Balance as of July 31, 1914, per accountant's statement .....	\$304,822.43
Add revenues for six months ended January 31, 1915.....	237,294.51
Total.....	\$542,116.94
Deduct disbursements for same period .....	161,629.07

Balance of January 31, 1915.....	\$380,487.87
On deposit at Central Trust Co. of Illinois, Chicago, to the credit of the Union Leader....	551.42

Total funds of the Association..\$381,039.29

Included in the above balance as funds of the Association is given an item of \$15,337.50 investment in headquarters real estate. By the previous audit statement of account showed an investment of \$14,500 in real estate, showing that the statement of balance as of January 31, 1915, includes the investment of \$837.50 in the headquarters real estate property during the period.

The audit review statement showed an increase in the funds of the Association of approximately \$73,500 and \$837.50 added investment in Association headquarters.

The receipts included the return of \$1,000 indemnity fund.

The expenditures for the six months' audit period were less than the previous six months by approximately \$24,700.

There were 226 death claims paid, aggregating \$90,555. Death claims averaged \$400.66 each.

There were paid 8 disability benefits, aggregating \$4,700.

Two old age benefits were paid, aggregating \$1,600.

There were paid 236 death, disability and old age benefit claims, the number exceeding any previous audit period.

Included in the disbursements was the payment of \$8,105 in strike and lockout benefits, representing 1,621 weeks of strike benefit payment.

Rulings and enactments of the Board at this meeting were as follows:

#### In Memoriam.

The death of G. E. B. Member Richard Cornelius occurred November 29, 1914. In recognition of the high appreciation of Brother Cornelius in his life and the deep feeling of sympathy his death elicited in the interest of those he left behind, the

the case outside of the laws of the Association permitting the payment of disability benefits. It was enacted that payment of the claim be disallowed.

Claim for disability benefit in the interest of Member F. Haines, Div. No. 85, Pittsburgh, Pa., and deferred from the two previous meetings of the Board was taken up for definite consideration. The claim was first before the Board at the meeting of February 9-13, 1914, and deferred for further information. It was again taken up at the meeting of September 14-18, 1914, at which no further evidence was submitted and from which meeting it was further continued. Submitted to this meeting was information that the applicant had submitted all evidence available in the case, all of which was before the Board at the previous meetings. It was concluded that the evidence was insufficient to warrant payment and it was enacted that payment of the claim be disallowed.

Application for disability benefit in the interest of Member W. C. Dixon, Div. No. 268, Cleveland, O., was resubmitted from the previous Board meeting. This claim was based upon rheumatism. A further statement upon the case was that of Dr. George M. Kinsey, under date of November 23, 1914, to the effect that in his belief the affliction was "caused entirely by exposure—drafts, change of temperature, etc., and the position Mr. Dixon assumed while in the discharge of his duties as a motorman;" that applicant "has always been a remarkably healthy man—no joint or part of body being affected except the knee as above described—." Application was based upon rheumatism in the right knee. Statement of Secretary W. M. Rea explained that "It seemed that some years ago applicant had his left knee thrown out of place and left it stiff, but that is not the cause of his trouble, as it is his right knee that he made his complaint on and also the one I had the doctor examine." The evidence appeared insufficient to establish the disability as due to accident or incident in the occupation, as required by the laws of the Association to warrant payment of disability benefit. It was enacted to disallow payment of the claim.

Application for disability benefit in the interest of Member John Monlezun, Div. No. 194, New Orleans, La., deferred from a previous Board meeting for additional evidence, was given consideration. Additional evidence supplied by certification of examining physician was, in effect, that claimant's condition upon which the claim was based was due to chronic rheumatism and not to any accident. It was enacted to disallow payment of the claim.

Pertaining to the bill of expense in the burial of late Member Samuel Eckert, Div. No. 477, Philadelphia, Pa., action upon which was deferred to await information from the local officers, the bill having been rendered in lieu of the assumption that there was no beneficiary of the deceased. It had

developed in the interim that a beneficiary had come forward in the person of a brother of the deceased and had laid claim to the funeral benefit. It was enacted to approve payment of the claim to the legal beneficiary.

#### Appeals and Decisions Thereon.

Submitted to the Board by the report of the I. P. were the appeal and decision of the I. P. thereon of Member Dennis Enright, Div. No. 241, Chicago, Ill. The appeal was from action of Div. No. 241 in designating election commission, the appellant charging irregularity in the nomination and election of election commissioners, in that the election of the commission was in violation of the law providing that: "Wherever a nomination and election in a Local Division is to be held where all the members can vote they must be notified by the recording secretary." Appellant charged that no notice other than the announcement of the chair had been made. The International President deliberated that the election commission was elected in due process of carrying out prearranged plans of consolidation of Divs. No. 241 and 260, in which was designated provisions for the holding of the first election of the joint membership of the locals; that these prearranged plans had been previously ratified by the members of both locals; that the election was in compliance with the known and approved plans of consolidation from which no appeal had been taken. Upon these grounds the I. P. overruled the appeal and sustained the action of the Division. It was enacted to approve the decision of the I. P.

Appeal and decision of the I. P. thereon of Member Thomas Halloran, Div. No. 589, Boston, Mass., were submitted for consideration. The appeal was against action of Div. No. 589 in denying appellant's claim of seniority service for a period during which appellant was employed by the company as barn foreman prior to his installation as a motorman, the period in question being from February 9, 1897, to November 29, 1889. The Division ruled that appellant's seniority should date from the latter date upon which appellant had taken a license, in accordance with the state law, as a driver. The I. P. overruled the appeal and sustained the action of the local. It was enacted to approve the decision of the I. P.

Appeal and decision of the I. P. thereon of Member Henry C. Seidl, Div. No. 241, Chicago, Ill., were submitted for consideration. The appeal was from action of Div. No. 241, based upon a committee report wherein appellant's seniority was determined at the Ridgeland Station, the case being where the Berwyn line was suspended, at which time appellant demanded seniority right at the Ridgeland Station, which was granted him, while other Berwyn men were out of employment for a time. Later on the Berwyn men were established upon their line with their seniority. There also existed an agreement between Div. No. 241

and the County Traction men who had become members of Div. No. 241, which was taken into consideration. The International President overruled the appeal. It was enacted to approve the decision.

The appeal of Member J. E. Holloway, Div. No. 125, East St. Louis, Ill., was deferred from the previous meeting of the General Executive Board pending receipt of the formal charges preferred against the appellant, from action upon which appeal was made, was taken up for further consideration. Submitted to this meeting was a copy of the original charges filed with the Local Division against the appellant. In substance he was charged with assisting and encouraging his stepdaughter in employment as a strikebreaker in the service of the Southwestern Telegraph and Telephone Company at Granite City, Ill., and for reporting fellow members for infractions of the rules of the company. The case involved such circumstances that it was enacted to defer definite action upon the appeal until after an investigation of the case by an International officer whose presence in East St. Louis or vicinity might convenience such investigation.

Submitted to the Board for reconsideration was an appeal of Members Robert E. Lockwood and Charles B. Dewick, Div. No. 241, Chicago, Ill., with a petition for reconsideration. The appeal had been before the Board meeting of September 14-18, 1914, where, as recorded in the proceedings of that meeting, the case was dismissed as being estopped by Section 71 of the Constitution which provides that an appeal must be made within three months after the Local Division has passed upon the case. The appeal for reopening of the case was based upon correspondence of appellants with the International Treasurer acting as International President during the International President's European trip, which showed an acknowledgment of receipt of notice of the appeal. It was determined by the Board that with the existence of this acknowledgment the matter of refusal to entertain the appeal would be, at most, based upon a technicality of questionable fairness to the appellants. The Board reconsidered its former decision and gave consideration to the appeal. The evidence was, in effect, that Div. No. 241 had taken action refusing to entertain charges upon the report of a committee of investigation; that the committee had made an investigation in which it based its conclusion upon evidence of which it stated: "We believe for the best interest of the Division it would not be wise to disclose the source of this information." It appeared clear that Div. No. 241 had acted upon the case without information that rested with the committee and without knowledge or transcript of the evidence in the possession of the committee and no transcript of the evidence was available to be supplied by appellants. Neither was it supplied to the General Executive Board by the Local Division or the investi-

gating committee. The Board took the position that it could not definitely act upon the appeal and enacted that the case be laid over, with instructions to the I. P. to take up the matter with the appellants and the president and officers of Div. No. 241, with a view of establishing a satisfactory understanding between the parties, and in the event that he should be unable to establish such an understanding the case should again be resubmitted, with such evidence as he should obtain, at a future meeting of the Board.

An appeal of Member William Halakrin, Div. No. 241, Chicago, Ill., was submitted for consideration. The appeal was from action of Div. No. 241 in the disposition of a case in which appellant was complainant against a brother member for making unwarranted statements against the appellant. The appeal sought further investigation of the case under advisement of the General Executive Board. The evidence was, in effect, that appellant was justified in making his complaint to Div. No. 241; also that Div. No. 241 did act promptly upon appellant's charge, did appoint a committee and did make a thorough investigation, the result of which was the exoneration of the appellant by the offending member of the local and that Div. No. 241 did act to the end that the request in the complaint of the appellant was granted in so far as the purpose of the request could obtain. In view of the evidence the Board decided that whereas the Division and its officers closed the incident in full compliance with the end sought by the appellant in the language of his appeal in words: "I want this investigated—I want immediate action on this and stop this kind of talk for once and all, as it will never bring peace and harmony among us fellow workmen," and as it is clearly the duty of the G. E. B. not to go beyond the premise of the appeal acted upon by the Local Division, it was enacted sustaining the action of the Division.

An appeal of Div. No. 241, Chicago, Ill., by President William Quinlan, in the interest of former Member John McCourt of Div. No. 260, Chicago, Ill., was submitted for consideration. The case was in effect that Member John McCourt became insane while in good standing and was placed in an institution from which he was later discharged, but did not recover his mental faculties and was on that account never re-employed; that he was carried in good standing until July 31, 1910, when he was suspended; that he has lost his home and is subject to charity. The appeal sought determination if there was any way under the law by which he could be assisted in the way of a total disability benefit or reinstatement in the organization. The evidence was clear that Member McCourt had been inadvertently suspended. The local made ample provision for carrying him during his period of irresponsibility. It was determined that to reinstate the member after an absence of four and one-half years

from the Association would be a direct violation of the Constitution and General Laws and that whatever error was made in the case was due entirely to the acts of the Local Division. It was enacted by the Board, as the subject of the appeal was one of the pioneers of Div. No. 260, who had worked hard for the establishment of the local and is now in a hopeless condition, that the International Association donate \$100 to temporarily assist him and recommend to Div. No. 241 that in consideration of the fact that the Division suspended Brother McCourt under conditions under which he should not have been suspended, he be given benefits to which he would have been entitled at the time of his suspension, July 31, 1910.

An appeal of former member J. F. Maxey of Div. No. 628, Covington, Ky., was submitted for consideration. The appeal was taken from action of Div. No. 628 in which the local had refused to entertain an appeal to interfere with the action of the employing street car company in appellant's dismissal from the service. The appeal charged prejudice on the part of the local executive board. The Division had sustained the local executive board, basing its action upon the local's investigation. The case was one wholly within the provisions of Section 74 of the Constitution and General Laws, which section provides that: "The grievances and complaints of members shall be taken up by and through the Local Divisions of which they are members for adjustment in cases of grievances with the respective companies and can be taken up by the International Association as a grievance only upon the request of the Local Division as specified in these laws." There was no evidence that appellant had preferred charges against the local executive board involving the question of prejudice in his case, as provided by Section 69. Neither had there been any resort to Section 70 of the Constitution and General Laws providing for the trial of charges against officers. The evidence showed that the local executive board and Division had acted upon the case with full understanding and that both the board and local were unanimous in their action. It was enacted to deny the appeal.

Submitted by the report of the I. P. was complaint of negligence on the part of certain Local Divisions in the submission of Local Division reports to the International Office, wherein it had been discovered that the neglect was wholly with and in some instances intentionally by the local secretary. Upon this subject it was enacted instructing the International President, subject to previous notification of Local Division presidents that notice of arrearage of Divisions be published in the official journals for the benefit and information of members of such locals, that the members may know the standing of their respective Di-

vision when in arrears, such notice to be published prior to the suspension of the local for non-payment of per capita tax.

Upon the matter of legislation the International President reported that a legislative committee had been instituted in Ohio of representatives of the various locals who would work in conjunction with the Ohio F. of L. in the presentation and promotion of measures, first, a 9-in-11 hour service day bill for motormen and conductors; second, a measure to protect employes on inter-urban systems against high tension wires, and a third to provide seats for conductors. In Illinois arrangements were made to introduce through the locals a 10-in-12 hour service day bill to be promoted under the direction of Business Agent William Taber of Div. No. 241. In Arkansas a measure had been introduced to require two men in the operation of each car, which was under the direction of Div. No. 674, Fort Smith. In Vermont the I. P. had instructed Board Member Reardon to assist in securing vestibule legislation. In New York State was being promoted a two men to a car bill. In Michigan had been introduced a 10-in-12 hour service day bill and a six day service week bill. Other measures discussed were the eight hour service day bill in Michigan, the New York State compensation law amendments and other measures of interest to various crafts. The Board went on record as opposing the proposed state constabulary law in New York, endorsed the various measures of merit and instructed the International President to render such assistance possible by the International Association in the promotion of the various measures introduced in the interest of the Association membership.

### The Jitney Bus.

Referred to the Board by the report of the International President was the question of the jitney bus. At a period in the industrial depression there entered into competition with street railways in transportation in various industrial centers what became known as the "jitney bus." In many places it resulted in reduction of street railway service to such an extent that a number of street cars were taken off from the lines and the opportunity for employment to those of the street railway craft was lessened, in some places seriously so. The I. P. in his report had recommended that the Board deal with the problem, suggesting municipal or state regulation. The question received serious consideration and it was enacted directing the Secretary to prepare blank ordinances embodying protective features such as regulating routes and schedules, the fare, and the bonding of the owners and operators of such busses as a surety against injuries and damages that might be sustained by the public, and provide such blanks to supply to Local Divisions upon application for them.

### Trades Jurisdiction.

Submitted through the report of the I. P. was the question of trades jurisdiction from the Machinists' International Union. Much correspondence had passed between the two organizations applying to specific cases and to the question of jurisdiction between the Machinists and the Amalgamated Association generally. Propositions were submitted by the Machinists embodying action upon a report of a committee recommending "that the International President and General Executive Board of the Machinists be instructed to correspond with and otherwise prevail upon all unions where machinists work among their trades, urging said unions to insist that these machinists be members of the International Association of Machinists and that these unions care for the welfare of members of the International Association of Machinists working among them, making arrangements, and that, in turn, the General Executive Board of the Machinists' Union sanction the hearty co-operation of the aforesaid machinists with these trades, thus assisting them even to the point of going on strike with these aforesaid trades when a strike occurs by sanction of the prevailing authority of the aforesaid unions." Your Board was not clear upon certain questions that would be involved in such an arrangement. It was enacted that the International President be directed to communicate with or personally consult the president of the International Association of Machinists and ascertain further information upon various points of the proposed I. A. M. agreement, especially as to the establishment of the scale of wage, the looking after of grievances and complaints of machinists, the question of strikes among the machinists, as to what would be required, etc., and that the matter be held over to await the desired information.

### Funeral Expense Ruling.

By the report of the International President was submitted a request for an expression of opinion of the Board upon what should be allowed for the funerals of members leaving no beneficiaries and the expense of whose funerals is chargeable to the Death Benefit Fund. This was explained as a perplexing question to local officers. It was reasoned by your Board that the matter of guarding the Death, Disability and Old Age Benefit Fund is a direct obligation of local officers in the expenditure of any part of it; that while the laws of the Association impose upon local officers the duty of immediately caring for funerals of members in such cases, there exists no expression of limit shielding local officers from the influence of emotions natural on such occasions of which it was clear that undertakers and those profiting from funerals oftentimes do not neglect to take advantage. To equitably direct the application of the fund by local officers it was enacted that the International President be

instructed to notify the various locals that it was the sense of the General Executive Board that the expense of burial and marker for deceased members leaving no beneficiaries should not exceed the sum of \$200.

### The Hatters' Case.

A communication brought to the attention of the Board was upon the matter of the recent Supreme Court decision in the case of *Loewe vs. the Hatters' Union*, in which judgment for damages rendered in a lower court was sustained, execution being directed against the individual members of the Hatters' Union. It was held by the Board that as in the case the Hatters were threatened with the loss of their homes, property and savings owing to the final decision of the court, that the trade unions of the American labor movement should go to the rescue of the members of the Hatters' Union, and it was enacted to indite the expression that the Amalgamated Association stands ready, if the other unions will agree to pay their pro rata share of assessment to wipe out the judgment and thus save to the individual members of the Hatters' Union their homes, property and savings, and that the International President be instructed to notify President Gompers of the A. F. of L. of the sense of the General Executive Board upon this subject.

### Safety First.

The subject of safety first was given much discussion in the meeting. Upon this subject it was enacted that:

"Whereas, The question of safety first and the question of application in its pursuit are important questions now before the transportation world and affecting and concerning our membership possibly more than any other individual question of its kind; therefore be it

"Resolved, That an offer of premiums be submitted to the membership for the three best written articles upon the question of safety first and its application, the premiums to be given as follows: To the member submitting the best article, \$25; to the member submitting the second best article, \$15; to the member submitting the third best article, \$10. These papers to be prepared and forwarded to the International President and by him submitted to the editor of the *Motorman and Conductor*, the editor of the *Union Leader* and G. E. B. Member Magnus Sinclair as a committee to pass upon them, the prize articles to be published in the official journals. All articles are to be written and forwarded to the General Office on or before the first day of July, 1915. The editors of the *Motorman and Conductor* and *Union Leader* to keep a standing notice of this resolution in their publications until their last issue in June."

Submitted to the Board was a report from G. E. B. Member Fred Fay in charge of the conduct of the arbitration proceedings between the members of the locals of the Bay State Railway and that company. The

report submitted was, in effect, that in the course of presenting evidence a member had evidently made an error in his statements to the board of arbitration; that one of the arbitrators had indignantly rebuked the member, expressing his opinion that the employee should be dismissed; that the company had taken advantage of the attitude of the arbitrator and summarily dismissed the employee; that this had the effect of intimidating witnesses and that arbitration proceedings had been suspended to await instructions. It was held by your Board that as the only question before the arbitration board was that of wages, the matter of discipline of employees could not possibly be involved; that for the Association to indulge in arbitration of any character of subjects it must be accepted that no prejudice on part of the employer or employees involved in the arbitration shall result from the conduct of such arbitration or the submission of evidence therein; that to permit of the development of such prejudice would have a tendency to demoralize any operative organization to the deriment of both the company and employees; that arbitration must be conducted along the line of well-understood, mutual safety to all parties to the arbitration, otherwise arbitration could not be accepted as a medium of adjustment of disputes. The Board enacted to instruct Board Member Fay to call the attention of the arbitrators to the fact that their duties do not involve any question of discipline; that the agreement already existing provides for such case, and that in the event that the man dismissed is not reinstated the arbitration should be held in abeyance, and, in such case, instructing Board Member Fay to take the case before the Divisions interested, as the laws of the Association require, to the end that reinstatement should be exacted and instructing Board Member Fay to assure the locals involved of the earnest co-operation of the International Association and affiliated unions in following the course designed.

Upon the question of convention plans, arrangements, transportation facilities, etc., the Board appointed as a committee on convention, International President W. D. Mahon, International Treasurer Rezin Orr and G. E. B. Member Wm. B. Fitzgerald.

The meeting concluded its sessions by the election of G. E. B. Member Wm. B. Fitzgerald, Div. No. 132, Troy, N. Y., as chairman for the ensuing term, and R. L. Reeves, Div. No. 85, Pittsburgh, Pa., as secretary.

The meeting adjourned at 4:45 o'clock p. m., Friday, February 19, 1915.

#### Fifth Meeting.

The fifth meeting of the General Executive Board was called to order at headquarters, Association Building, 104 East High street, Detroit, Mich., at ten o'clock Wednesday morning, September 1, 1915, with G. E. B. Chairman Wm. B. Fitzgerald presiding.

Absentees were G. E. B. Members Fred Fay and John H. Reardon.

G. E. B. Member Fred Fay was excused from sickness, being confined in a sanitarium at Clifton Springs, N. Y., and unable to attend. G. E. B. Member John H. Reardon was excused, his presence being necessary in Holyoke, Mass., in the conduct of the strike of Div. No. 537.

The International President submitted for review his report for the period of six months ending with July 31, 1915; also the financial books and accounts of the Association for the same period.

By previous arrangement audit of the books and financial accounts of the Association was made by Expert Accountant E. E. Englehart of Detroit.

A review of the financial affairs and the audit was made by the General Executive Board with the result shown by recapitulation as follows:

Funds at headquarters at the close of January 31, 1915, including \$97.26 deposit at the Detroit postoffice to the credit of the account of the Motorman and Conductor.....	\$365,050.37
Receipts for the six months ending with July 31, 1915.....	242,211.39
Total .....	\$607,261.76
Disbursements from February 1, 1915, to July 31, 1915, inclusive.	175,461.02
	<hr/> \$431,800.74

The audit of the accounts of the Union Leader was made by the Walton, Joplin, Langer Co., certified public accounts of Chicago.

The audit of the accounts of the Union Leader showed a balance to the credit of the Association with the Central Trust Co. of Illinois, Chicago, Ill., \$944.72. This, added to the General Office balance, makes \$432,745.46, which represents the total available funds of the Association.

Included in the expenditures is the disbursement of \$10,667.69 additional investment in headquarters property at 104 East High street, Detroit, Mich. During the six months' audit period the headquarters building was under construction, the expenditure being for labor and material. At the close of the former audit there had been invested in the headquarters property \$15,337.50, which, added to the investment during the six months ending with July 31, 1915, makes a total investment in headquarters property of \$26,005.19.

The total funds of the Association at the close of the previous audit period were \$365,691.79.

The total funds of the Association at the close of the audit period ending July 31, 1915, were \$432,745.46.

There was an increase of \$67,053.67 in the funds of the Association during the six months' audit period.

During the six months' audit period ending July 31, 1915, there were paid from the



Death, Disability and Old Age Benefit Fund \$99,944.88. Of this, \$97,094.88 was paid in death benefits and \$2,850 in disability benefits, the latter including \$100 of a disability donation.

From the Defense Fund there was paid in strike benefits \$1,220, or a sum equal to 244 weeks of strike benefits. From this fund was also paid \$392.92 strike expense and \$1,079.85 legal expenses attendant to strikes and \$6,248.80 arbitration expenses, making a total charge to and paid from the Defense Fund of \$8,941.57.

There were paid 235 death benefits, averaging in excess of \$413 each.

Four disability benefits were paid in the sum of \$2,750.

Rulings and enactments of the Board at this meeting were as follows:

### Disability Benefit Claims.

A claim was submitted for disability benefit in the interest of Member George Wynn, Div. No. 52, East Liverpool, O. Applicant was last admitted to the Association by a withdrawal card under date of July 27, 1907. Claim was based upon a disability alleged to have occurred March 20, 1910. The disability is stated in the application as paralysis alleged to have been caused by an electric shock. Statement by Secretary R. A. Plate is in effect that Brother Wynn on March 20, 1910, was working on a car when a wire grounded on machine No. 2 of the car and charged the whole car with electricity, applicant having hold of a brass air-brake handle and the controller handle, sustained a severe shock which his doctor claimed caused him to have paralysis. He was removed to the City Hospital, where he was compelled to remain until October 1, 1910. December 1, 1912, he took his place as motorman and worked as steadily as his nerves would permit until December 22, 1914, when discharged for a slight accident, the manager holding that he was in no condition to run a car; that the company's doctors advised them not to allow him to operate a car. The committee did not push his case, as they were aware of his bad condition. Prior to returning to the car, after he had left the hospital, he worked a short time in the substation. Statement of Dr. F. K. Hutcheson was in effect that about April, 1911, he examined applicant for nervous trouble and alleged his belief to be that disability was due to shock from electricity. Statement of Dr. G. W. Wentz, under date of February 24, 1915, certified that applicant had taken treatments from him since April 24, 1910, for paralysis caused from electric shock received a short time previous. Condition was bad for six months after the attack, but from that time improved rapidly and for the past two years had been able to do some work, but not to follow his usual occupation. Satisfied that applicant will never be able to follow his occupation as motorman. General condition not so good for the past six months. Nervous system very bad. The evidence was clear that

the accident alleged to be resultant in the disability occurred prior to January 1, 1912, date of the taking effect of the present disability law. The question of possibility of future employment or total disability existed. It was enacted to defer the claim for further information.

Claim for disability benefit was submitted in the interest of Member Harry Horsley, Div. No. 382, Salt Lake City, Utah. Applicant became a member May 1, 1908. Disability resulted in non-employment October 18, 1914; was 70 years of age at the time of making application for disability. Disability as set forth in the application is based upon high blood pressure, hardening of the arteries and nephritis. Statement of Secretary J. A. Reeder of the local accompanied the application and was in effect that applicant "according to the doctors' statements is totally disabled and will never be able to again follow street car work. We think that inasmuch as his days are numbered the Association would as soon pay the disability claim now as the death claim a short time later." The statement of Dr. H. Z. Lund is in effect that Brother Horsley has arterio sclerosis. Blood pressure runs from 200 to 220, making it unsafe for manual labor; appetite poor, troubled with insomnia; never again will be able to be conductor on a street car. Statement of Dr. W. N. Pugh under date of May 5, 1915, is in effect that upon examination found applicant suffering from high blood pressure, hardening of the arteries and nephritis. Due to condition of arteries and kidneys attempts to reduce blood pressure would meet with little success. Should give up active work and have things as easy as his conditions permit. Another statement of Secretary Reeder under date of July 19, 1915, reports Brother Horsley 71 years of age; worked more than 20 years on the cars and feels from his condition he will never be able to again follow the occupation; that the local executive board would not ask or expect anything more than the laws of the Association will allow. From the evidence in the case before the Board it appeared clear that Brother Horsley's disablement was of a nature constitutional and not of a character contemplated by the laws of the Association as warranting the payment of disability benefit. It was enacted that the claim be disallowed.

Application for disability benefit in the interest of Member John Dilworth, Div. No. 26, Detroit, Mich., was submitted for consideration. Evidence shows that applicant became a member of Div. No. 26 in November, 1895. Disability based upon impaired eyesight resulting in suspension of work April 3, 1915. Statement of Dr. C. W. Burge under dates of July 23 and August 30, 1915, were in effect that upon examination he found that with the applicant the sight of the left eye was nearly gone and the sight of the right eye greatly impaired. Blood pressure was abnormally high, signifying hardening of the arteries and degenera-

of the optic nerve; that his prognosis is that he will never be able to resume his duties as a street car employee; neither will he be able to follow any vocation requiring acute vision or nervous strain; found him suffering with arterio sclerosis which had lately affected the optic nerve and impaired his vision, this condition being a progressive one. Claimant Dilworth appeared in person before the Board and made a statement in effect that about two months before he laid off work, eyes became bad. Thought getting glasses would help. Doctor told him glasses would do no good. Then thought it caused by old age. Fifty-seven years of age. Never consulted but one specialist. Did not know what caused the affliction. Knew of sustaining no injury to the eyes like flashing from electricity or otherwise. Still remains on the roster of employees of the company. The case appeared clearly not within the provisions of the Constitution and General Laws creating liability for disability benefit. It was thought by members of the Board that further effort should be made by the applicant for relief. It was enacted that payment of the claim be not allowed.

Submitted for consideration was a disability claim of Member William J. Mercier, Div. No. 26, Detroit, Mich. Application was filed August 12, 1915. Applicant became a member March 10, 1911. Statement before the Board was in effect that on May 3, 1911, claimant claims he received an electric shock while on duty trying to throw off the overhead switch, which resulted in the disability. Statement of Dr. C. W. Burge, under date of June 28, 1915, is that upon examination of applicant found blood pressure 175; sluggish nervous reflex; lack of co-ordination of nerves; patient complained of intense headaches and inability to sleep. Condition seemed improved as to blood pressure since an examination made April 2, 1915. Physician offers the opinion that the patient's nervous system will never be normal; that in his opinion the condition has been caused by a series of electric shocks, such as might be received while employed around electricity. In a statement of date of April 2, 1915, prior to the examination cited above, the same physician says: "My prognosis in this case is that he (applicant) will never be entirely well, and as this disease is progressive he will gradually get worse." Explanation of applicant is in effect that May 3, 1911, at 12:25 o'clock, while operating a car, No. 447, he lost control. The controller caught fire, stuck, and when reaching for the overhead applicant was knocked down by an electric shock. A second attempt to throw the overhead resulted in another shock. When applicant arose the car was at a curve, where it left the rail, went across the street, struck the curb on the opposite side, and applicant received a severe shaking up and was stupified by the shocks received and unable to work for a number of days. Has suffered headache, bowel and stomach trouble since, and in

May, 1913, became unconscious on the car, also on October 5, 1914. At the instance of the company was examined by a company physician and told he was not capable of running a car. Doctor stated he would be laid up for a long time. Had quit doctoring on account of having no more money. The case as presented was that applicant became a member March 10, 1911, and met with the accident resulting in the alleged disability May 3, 1911, and while there is strong presumption of incapacitation for future employment, the evidence is not sufficient to warrant such a determination. It was enacted to defer the claim for further developments, evidence and investigation, the case coming under the laws prevailing prior to January 1, 1912, governing disability benefit.

Application for disability benefit in the interest of Member S. O. Thompson, Div. No. 382, Salt Lake City, Utah, was submitted for consideration. Evidence was in effect that Brother Thompson became a member April 19, 1906. Case of disability is given as osteomyelitis of the tibia. Application is based upon loss of the right leg, amputation having occurred May 11, 1914. Statement of Dr. S. C. Baldwin under date of May 14, 1914, is in effect that the amputation became necessary because of disease of the tibia, which had been repeatedly operated upon; would not heal up and became so painful that amputation was preferable, as the pain and infection was undermining the health. Affidavit of Mrs. S. O. Thompson was in effect that during the month of November, 1910, applicant returned home from his work as motorman with a badly bruised leg. Up to this time, from three years' previous acquaintance, deponent knew that the leg was not affected in any way. Statement of Conductor Rodney Proctor was in effect that in the month of November, 1910, he was conductor upon a car operated by Motorman Thompson, at which time Brother Thompson accidentally bruised his shin-bone, which necessitated him laying off for several days; noticed the injured leg from time to time and to his certain knowledge limb had not been well since and was ultimately amputated at the knee. Under date of June 24, 1914, the I. T., acting as I. P., notified Div. No. 382 that the claim was due for consideration under the laws prevailing prior to January 1, 1912, in that the accident occurred in the year 1910. Letter of July 3, 1914, from Secretary Reeder, protests the ruling cited by the International Treasurer and takes the position that by Section 82 of the General Laws the claim was not subject to consideration only within the scope of the benefit laws taking effect as from January 1, 1912, and in effect that he was instructed by the members at a meeting of the local on July 2 to say that the local would not think that S. O. Thompson was being treated right or according to our laws if the claim was not allowed. Reply was made to this by the I. T. in which was quoted the ruling of the

G. E. B., approved by the Thirteenth Convention, providing that such cases must be considered under the laws prevailing prior to January 1, 1912. Under date of August 3, 1914, was another letter from the secretary in which it was stated that Brother Thompson was not satisfied with the decision for settlement on a basis of \$100, as he referred membership in the Association to settlement for that amount and would no doubt appeal to the G. E. B. A further letter of August 18, 1914, from the secretary in effect that at the request of applicant notice was given that it was the intention of applicant to appeal the claim to the delegates of the Fourteenth Convention, as he did not wish to accept a settlement of \$100. Pending the privilege of appeal the case was referred to the G. E. B. It appeared clear to your Executive Board that the case is one the disposition of which must be made under the laws prevailing as applying to payment of disability benefit prior to January 1, 1912, and the Board so enacted.

Claim for disability benefit in the interest of Member Eugene Burris, Div. No. 285, Steubenville, O., was re-referred for further consideration. This case was considered at the fourth meeting of the G. E. B. of February, 1915, when it was deferred to await further evidence relative to associating the disability with any accident or incident of service. There appeared no additional facts. The accident which was the alleged cause of the disability occurred as of January 27, 1907. It was enacted to direct the secretary to instruct Div. No. 285 that consideration of payment of disability benefit upon the claim must come under the laws establishing liability for disability benefit as prevailing prior to January 1, 1912.

Claim for disability benefit in the interest of Member Michael C. Kane, Div. No. 241, Chicago, Ill., was re-referred for further consideration. This claim was before the Board at the February, 1915, meeting and deferred for further evidence relative to the cause of infection and further developments in the case. Further statements were submitted as of Member David Gibbons, Div. No. 241, in effect that he had known applicant four years while working on the cars, relieved him every day for three months about two years ago and noticed that his eyesight was failing; that applicant told him his eyes had been poisoned from the brass controllers and that he was doctoring for them at the time. Statement of Member Charles Thompson under date of November 11, 1914, based upon an acquaintance of ten years with applicant, stated that his eyesight was good until about two and one-half years previous, when he was suffering from inflammation of the eyes, and charged it to have been caused from brass from the controller handles. Statement to the same effect was from Brothers A. C. Bauer and E. M. Deegan. It was enacted to defer the case and refer it to G. E. B. Member J. C. Colgan for investigation.

Pertaining to the disability claim of Member Charles H. T. Archer, which was deferred from a previous Board Meeting for further evidence, the I. P. reported that the desired evidence associating the disability with the occupation had been received and the claim had been adjusted.

Disability claim of Member Perry Prindle, Div. No. 26, Detroit, Mich., was submitted for consideration. Records and evidence accompanying the case were in effect that applicant became a member March 30, 1900, by membership in Div. No. 141 and transfer to membership in Div. No. 26 by later consolidation of the two locals. Claim was based upon stiffness in the left knee, due to accident August 31, 1913, by slipping when boarding a car at Sylvan Lake, wrenching the knee and causing a rupture on the right side. On September 14, 1913, disability was further strengthened by getting wet and taking cold and rheumatism developed on September 15, 1913, which settled in the left knee, causing the stiffness, disabling applicant from following his occupation as conductor. Application was attested for submission August 30, 1915. Applicant was subject to treatment in the hospital from January 28 to June 5, 1914, since which time the joint has been stiff. Certifications of Dr. J. E. Burgess under date of August 12, 1915, was in effect that he had examined applicant and found him suffering from a bad knee, due to an accident and rheumatism, and is totally disabled from following his vocation as street-car conductor, due entirely to the condition of the said knee. Certification of Dr. C. W. Burge under date of August 18, 1915, is in effect that upon examination of applicant he found that he is permanently disabled by a chronic synovitis of the left knee and is suffering from a right scrotal hernia, which can be cured by an operation. It did not appear to the Board from the evidence that the disability was sufficient in nature to warrant payment of disability benefit. It was enacted that the claim be disallowed.

Claim for funeral benefit upon the death of late Member John Boas, Div. No. 481, Port Chester, N. Y., was submitted for consideration. Record and evidence was in effect that deceased became a member July 13, 1911; was reported suspended January 31, 1911; death occurred December 4, 1914. Application for death benefit was based upon alleged insanity of deceased at the time prior to suspension from the Association and during the period intervening suspension and death. It was enacted that the claim be deferred to await evidence upon the question of term of irresponsibility of the deceased.

#### Appeals and Decisions Thereon

Submitted for consideration was an appeal and decision thereon of the I. P. of A. R. Jerling, Div. No. 85, Pittsburgh, Pa. The appeal was from action of Div. No. 85 in installing the vice-president of the local

as acting president with liability to him of the Division for the salary of president during a period of the disability of the business agent, in which period the president was acting as business agent and attending the meetings of the Division. The appeal was based upon alleged lack of authority to so install the vice-president with the salary of the president when the laws of the local provide that the vice-president shall act as president in the absence of the president or during a vacancy. Appellant held that the president was not absent; that the office of president was not vacant, and therefore, in accordance with the laws, the vice-president could not act as president. The ruling of the I. P. upon the appeal was, in effect, that in that the president was acting business agent and in that position was required to make reports and receive complaints at the meetings during the sickness of the business agent, there could be nothing injuries or detrimental to the best interest and welfare of the Association in stalling the vice-president as president as designed by the action of Div. No. 85, and overruled the appeal. The G. E. B. enacted to sustain the decision of the I. P.

Submitted to the Board for its action were an appeal and the decision of the I. P. thereon of Member L. D. Canfield, Div. No. 497, Pittsburg, Kan. The case was in the nature of a request for a ruling by the I. P., submitted by the local through the recording secretary, and was in effect that Brother Canfield entered service in 1907 with the Joplin and Pittsburg Company at the barn in Scammon, Kan. In 1911 the barn men were transferred to the Pittsburg barn and joined Div. No. 497. An agreement followed covering the Joplin and Pittsburg line. Seniority was secured for the barn men. Brother Canfield remained at the Scammon barn as barn foreman at a wage of \$70 per month, when the contract called for hourly wages. The question was that of placing Brother Canfield over another pitman at the Pittsburg barn who held that Brother Canfield, by accepting his job at \$70 per month, had sacrificed his seniority as pitman and should now be required to begin at the bottom if he wished to change the position of pitman at pitmen's wages and under the contract. The decision of the I. P. was that Brother Canfield was not entitled to the seniority in the position to which he laid claim, as he had never occupied the position of pitman in the sense of the position under the contract. The G. E. B. approved the decision of the I. P.

Submitted for consideration were the appeal of Patrick J. Dempsey of Div. No. 589, Boston, Mass., and the decision of the I. P. thereon. The appeal was from action of the local executive board of Div. No. 589 in refusing to accept a withdrawal card issued to appellant under date of September, 1913. Appellant became a member September 10, 1913, and withdrew by card Septem-

ber 30, 1913. He retained himself upon the roster of employes of the Boston Company and obtained a thirty-day leave of absence, in which he visited Peoria, Ill. While there he sought another thirty-day leave of absence, but was granted but seven days. About January 10, 1914, he returned to take up his work with the company, when he was notified that he had been marked off the list of employes as having left the service, the company taking the position that he had quit. Appellant then applied to Div. No. 589 for intercession in securing restoration to employment. The local took the position that he was out of the Association and they had no authority to intercede. He then insisted upon returning his withdrawal card, which the local refused to accept, in that he was not in employment as a street or electric railway employe. It was from this action that the appeal was taken. The decision of the I. P. sustained the action of the local executive board. It was enacted to approve the decision of the I. P.

Appeal and decision of the I. P. thereon of Member O. E. Brown, Div. No. 308, Chicago, Ill., were submitted for consideration. The appeal was from action of Div. No. 308 wherein the officers had failed in intercession in securing what appellant alleged should be his seniority rights. The case was one in which appellant, in the employ of the company in another position, sought to change the position of motorman. He filed application for the position of motorman some five years previous to the date of the appeal, March 11, 1915. He was accorded the privilege of entering an examination in which he failed. From time to time thereafter he entered the examination until he finally successfully passed. He sought to have his seniority as motorman date from the date of first application for that position. The evidence before the Board showed that the officers of Div. No. 308 had interceded by conference with the company, in which the representative of the company pointed out that the company could not grant such a concession to the appellant. The local officers seemed to accept this as conclusive and made no further effort, feeling that appellant had seniority that it was quite impossible for them to get extended. The decision of the I. P. sustained the action of the Division and overruled the appeal. It was enacted to approve the decision of the I. P. in the case.

Appeal and decision of the I. P. thereon of Member J. G. Irving, Div. No. 582, Utica, N. Y., were submitted for consideration. The appeal was dated March 21, 1915, and was in effect from a ruling of the Division president that a general picking of runs could not be had pending a vote on barn seniority. The decision of the I. P. sustained the position. However, the vote taken upon barn seniority failed, thus not changing the mode of general picking, rendering the decision upon the case quite unnecessary at the time the case came before

the Board. However, it was enacted to approve the decision of the I. P.

Appeal and decision of the I. P. thereon of Member William Walsh, Div. No. 26, Detroit, Mich., were submitted for consideration. The appeal was from a ruling of Div. No. 26 in denying him reinstatement in accordance with the law enacted by the Salt Lake City Convention applying to reinstatement of members who had previously been appointed to other positions, such as starter, dispatcher, etc. The evidence submitted showed that the case was clearly within the law. The decision of the I. P. directed the reinstatement of the appellant. It was enacted to approve the decision of the I. P.

An appeal and decision of the I. P. thereon of Julius Luchsinger, member of Div. No. 627, Cincinnati, O., were submitted for consideration. Appellant, under date of June 21, 1915, appealed from action of Div. No. 627 in nominating delegates to the International Convention before the call for the convention was sent out. The decision of the I. P. thereon was that such nomination from the point of view taken by the appellant was not irregular and overruled the appeal. The decision of the I. P. was approved.

An appeal and decision of the I. P. thereon of Divs. Nos. 125, East St. Louis, and 236, Alton, Ill., were submitted for consideration. The appeal was in the nature of a petition for a ruling in a dispute between the Granite City members of Div. No. 125 and the Alton members of Div. No. 236 on the question of jurisdiction on the Alton interurban line. Submission to the Board was in effect that a dispute arose over the assignment of runs on the Alton interurban to men stationed and known as the Alton city men instead of to the men stationed at Granite City car station who operated the Alton interurban lines, the particular contention being over putting on the line a tripper run out of Alton listed on the city board to operate about seven miles on the interurban tracks and which was claimed by the Granite City men operating the Alton interurban. Evidence was that some ten years previous Div. No. 236 of Alton, and 248 of Venice, reached an understanding that the work on the Alton interurban lines between East St. Louis and Alton would be equally divided between the men of Venice and at Alton. Later Div. No. 248 consolidated with and became a part of Div. No. 125 of East St. Louis, their cars not being housed with the regular Alton city lines, but outside of the city, a new car-house being built at Granite City, combining the Alton and Venice car-houses upon that interurban line. From this new car-house other lines were operated known as the Edwardsville, Horseshoe Lake and Brooklyn. After all of these men were placed upon this line and still hold seniority and do not hold seniority on other lines

running out of this car-house, and it seems clearly established as a separate interurban line with men holding exclusive territory. The International President decided the question in favor of the Granite City station men. It was enacted to approve the decision of the I. P.

An appeal, decision of G. E. B. Member John H. Reardon thereon and appeal therefrom by Member Nathan Simon, Div. No. 281, New Haven, Conn., were submitted to the Board for consideration and action. The nature of this appeal embraces in evidence events and charges as follows: In September, 1914, appellant, while Board Member of Div. No. 281, was accused by a fellow member of the local of being negligent as an officer and billing the local for services alleged not to have been rendered. Appellant denied the charge, made counter charges of the same nature against his accuser and demanded an investigation. His appeal and the accusations of both members appeared to have been ignored by the local president and, as at least passively sustaining the local president, by the local. Appellant then took an appeal to the International President, who requested that appellant be given a hearing by the local. The local president appears to have taken the position that the charges on both sides were based upon alleged infractions of too remote a period in which to involve the local in the investigation sought. Events to which were pointed or specified by appellant are alleged to have occurred as long ago as the year 1906 and times succeeding that date, information of which, if the charges had any foundation, must have been in the possession of the appellant and others long before the accusations and counter accusations were made. Appellant was persistent, however, in insisting that the request of the I. P. be respected by the local president, and his insistence led to an appeal on part of the local and its president for the International to make an investigation and enter finding as a report or recommendation to the local. G. E. B. Member Reardon, in July, 1915, appeared in New Haven and made the requested investigation. The evidence before the Board showed that Board Member Reardon made a very thorough investigation, obtaining such facts as it was possible on account of the remoteness of the events. Board Member Reardon's report to the Local Division showed that for the most part, whether there was any foundation to the charges or not, the Local Division had voted to accept and sustain the various reports made, and there was nothing left for him to do further than to cite some of the shortcomings of the local to the membership. He was unable, however, to recommend any charges or trial against any of the members from the fact that there appeared to exist insufficient evidence for such a course, whether from remoteness of events, enactments of the Local Division thereon or otherwise.

He cited some laxity in the official affairs of the local in the past which afforded an opportunity to protect the local against recurrence of like conditions in the future. Appellant was not satisfied with the finding of Board Member Reardon and his recommendations and entered appeal to the General Executive Board petitioning a ruling on the eligibility of the delegate-elect to the Fourteenth Convention. Appellant based his appeal upon the assumption that he was not given proper opportunity to present his case; that the member who had first entered charges against him and against whom he entered the counter-charges, had been elected delegate to the Fourteenth Convention, but, due to the charges, appellant claimed the delegate-elect not to have been eligible as a delegate and that he is not entitled to a seat in the convention. The G. E. B. reviewed this case and enacted that, whereas, the evidence in appeal shows that Board Member Reardon made an investigation, made a report of his investigation to the Division, which, seemingly, was satisfactory to the Division, and then submitted the same to the International President, therefore, the Board is of the opinion that Executive Board Member Reardon made a careful investigation and rendered a decision which was in line with the evidence and to the best interest of the Division. The Board overruled the appeal and sustained the finding of Board Member Reardon.

Appeal and decision of the I. P. thereon of Member Michael Murphy, Div. No. 26, Detroit, Mich., was submitted for consideration. The appeal was from action of Div. No. 26 in denying appellant seniority in placement in selection of runs from April 11, 1888, alleged date of employment. The case was that in 1895 two street railway systems, one known as the Trumbull Ave. and the other as the Chene St. line, were consolidated, the employees at the Chene St. station being transferred to the Trumbull Ave. line station. At the time of consolidation the question of seniority of the two sets of men was fixed by alternating, the Chene men being given choice of runs of odd numbers and the Trumbull men being given choice of runs of all even numbers. This system was confirmed by a later agreement with the company in 1896 and successive years until the year 1903. Some five years previous to the appeal appellant appealed to the business agent of the local for line seniority. Evidence showed that the business agent took the matter up with the management of the company, who refused to grant line seniority as applying to the old Chene and Trumbull consolidation agreement. In July, 1915, appellant again appealed to the executive board of Div. No. 26 for placement in accordance with seniority from date of first employment upon the Trumbull line. The executive board refused to intercede and appeal was taken to the Local Division,

where it was denied. Appellant than appealed against this action to the International President. The decision of the I. P. sustained the appeal and overruled the action of Div. No. 26, ruling that seniority of employment should date from first employment, April 11, 1888. Div. No. 26 appealed from the decision of the I. P. Appearing before the Board were President Stanley Anderson and Committeeman Wm. H. Jones of Div. No. 26, representing the local in its appeal. Div. No. 26 based its appeal upon agreements governing the case as of the years 1896, to and including the agreement of 1903, in which was a provision guarding the seniority arrangement between the Chene St. and Trumbull Ave. men made at the time of the consolidation, also that the Dayton Convention of the Association enacted a seniority provision in which the convention took cognizance of the Detroit agreement to provide that previously agreed seniority should not be molested and that appellant, by virtue of membership in Div. No. 26, was a party to the original agreement which had placed him in line with the original Trumbull Ave. men. The decision of the I. P. was based upon the present seniority laws of the Association, Section 139. It was enacted by the Board to overrule the appeal and sustain the decision of the I. P.

Submitted to the Board was an appeal of members of Div. No. 125, East St. Louis, Ill., for consideration. The appeal was in effect a petition for a ruling upon the question of seniority. The contention was between East St. Louis city line men and suburban men of the Bellville line. Statements of facts submitted were that the suburban line was a consolidation of what was known as the Day line and the original Bellville line, and later came a consolidation of the Bellville line with the East St. Louis city lines in the matter of management and operation, of men working out of the East St. Louis barn. A system of allotment of runs was established by the company by which men from the city lines were permitted to enter service upon the suburban lines, and when runs were taken off suburban line men who had previously worked in the city took their seniority upon the city lines. But city line men were permitted no seniority rights upon the suburban line, men being placed in accordance with the pleasure of the management of the company. The controversy was eventually submitted for decision to the General Executive Board. The Board's decision as enacted was that barn seniority be established, with the provision that original suburban line men shall hold their seniority on the suburban lines in preference to all others. Barn seniority to prevail to all city and suburban men engaged since the consolidation of the companies and to all city men on both lines except not to disturb the rights of the interurban or suburban men who were working at the time of consolidation.

An appropriation of \$200 to Div. No. 645, Indianapolis, Ind., for the original purpose of publicity work, was approved, to be used to assist the local in arbitration expense.

Upon the Association property and building, International Treasurer Rezin Orr submitted a report in detail upon the construction of the building. The report was submitted under date of September 1, showing that the building was nearly completed; that the walls are constructed of brick, stone and hollow tile, the roof of Spanish tile with copper gutters. The interior finish is the best oak, with hard maple floors; sewer extension all of metal extending through the rear of the property for convenience in the event of the construction of another building thereon. The cost of construction of the building, inside equipment—vacuum cleaner, water filter, icebox, etc., grading and sodding, to date, including investment in the land, stands \$28,441.41. It is likely that the building and property, when wholly completed, will stand at a cost of approximately \$30,000.

Pertaining to the Association property in Detroit, your Board reports that the lot upon which is erected the Association headquarters building, has a frontage of 72 feet and a depth of 166 feet. This leaves available for building purposes, or any other purpose to which the Association may deem advisable to commit it, a rear lot of 72 x 90 feet of available space. It was reported to your Board that a property building can be erected upon this space which can be rented at an appreciable rental and which would give promise of income of funds more than enough to make the entire property self-supporting. It was enacted by your Board to recommend to the convention that authority be granted for the erection of a building upon this property for rental purposes.

Pertaining to the three Association automobiles, your Executive Board reports that they are regarded as practically useless, and it was enacted directing that one of the Board Members be instructed to dispose of the automobiles. They are housed at Ypsilanti, Mich., storage being paid by the Association.

Through correspondence of the International President with Secretary Frank Morrison of the A. F. of L., and submitted to your Board, came the subject of various attempts at installation of letter boxes upon street-cars. The information submitted to the Board by the I. P., is that there are repeated attempts to have installed for experimental purposes letter boxes for the assumed purpose of expediting postal matter on street-car and interurban cars. It has been learned from Postoffice authorities that these attempts are being frequently made in respect to street-cars. It was enacted upon this subject that it be recommended at this convention that a resolution be adopted by the convention in which would be set forth the fallacy of

such equipment; they are dangerous to the public and the evident ulterior purpose of thus endeavoring to have such contrivances installed; also embodying protests against the use of street-cars for such purposes.

On Friday, September 10, at three o'clock P. M., your Board adjourned to further meetings concurrent with this convention, reports upon any enactments at which will be made direct to the convention.

In connection with the printed report, your Board submits a table of wage rates of Divisions of this Association, the members of which received increase in wage during the two years' period intervening the Salt Lake City Convention held in 1913.

#### The Case of C. O. Pratt.

"As well as a part of this report of the work of the proceedings, your General Executive Board feels that for the information of the membership at large there should be made a clear statement of the C. O. Pratt case. We shall not enter into the history of the Pratt affair to antedate any events transpiring prior to the Thirteenth Convention.

"At the close of the Thirteenth Convention, at the instance of C. O. Pratt, mandamus proceedings were instituted against the International Officers and the Association as defendants before District Judge Morris L. Ritchie of Salt Lake County, Utah. The writ of mandamus was served upon various of the International Officers on the evening of the closing day of the convention at a time when they were preparing to depart for their homes. The writ was made returnable the 18th day of September, 1913, at 10 o'clock a. m., and the defendants were cited to show cause why they should not immediately restore C. O. Pratt to the full benefit of membership in the Association and restore to him all the rights, privileges and property rights to which he is entitled under said membership in Local Division No. 477 of Philadelphia.

"The allegation upon which was based the writ was that the plaintiff was duly and legally elected a member of Division No. 477 and had been continuously a member of the Association since the month of March, 1899, and that by acting arbitrarily and illegally plaintiff had been refused a hearing in his case upon an order issued by the defendants declaring the plaintiff ineligible to membership in said Local Division No. 477 and illegally and arbitrarily suspending said Local Division No. 477 and taking from it its charter and books and papers and thereby depriving the plaintiff of membership in said Local Division; that said plaintiff had appealed to the General Convention of said Association and was refused a hearing and that defendants had acted arbitrarily and without right and contrary to the provisions of the Constitution and By-laws of said Association.

"Detailed to respond to the writ of mandamus were G. E. B. Member P. J. Shea and the Secretary of the Board. With them Brother H. B. Barron, delegate representing Division No. 477 at the Thirteenth Conven-



tion, was retained as a witness upon the case. Hon. W. H. King of Salt Lake City was engaged as attorney for the Association. The result of the defense was that a demurrer was filed by the Association attorney in which the position of the Association was taken to be that the judge had no jurisdiction in the case and that by virtue of the rights of the Association the plaintiff was not entitled to equity in such a procedure. Hearing upon the demurrer was deferred and the representatives of the Association placed the case in the hands of Vice President Allen H. Burt of Salt Lake City to keep in touch with the course of proceedings. This demurrer was later sustained by the court.

"Prior to the Thirteenth Convention and reported to that convention was the injunction case inspired by C. O. Pratt and his associates, former members of Division No. 477, enjoining the Association from taking over the funds of the suspended local, which were under the order of the court held on deposit in a bank in Philadelphia. This case prior to the convention had been tried before Judge Carr who decided the case in favor of the Association. Upon appeal of Pratt and his associates a review of the case was had before a court en-banc comprising the Judges of Common Pleas in Philadelphia County. Again the case was decided in favor of the Association. From this decision, the plaintiffs took an appeal to the Supreme Court of Pennsylvania. The appeal was set for the January term of 1914. The plaintiffs did not appear in the appeal and by default the judgment in favor of the Association rendered by Judge Carr became the decision in the case and the funds were restored to Division No. 477.

"Involved in this Philadelphia case was the question of the membership of C. O. Pratt in Division No. 477. The decision declaring in favor of the Association in that case was, in effect, a decision that none of the plaintiffs were members of the Association after the suspension of the charter and thus, insofar as the membership of C. O. Pratt in Division No. 477 was concerned, was the first court decision that he was not a member of Division No. 477.

"Following final action in the Philadelphia appeal C. O. Pratt as plaintiff amended his complaint in the proceedings in Salt Lake City and the case was held for trial. The trial was ultimately set to begin June 17, 1915. The amended complaint set up the charge that a ruling against Division No. 477 in Philadelphia and the decision against the membership of C. O. Pratt on part of the Executive Board were enacted in bad faith. This plea was the strong point upon which the second demurrer was overruled, the court holding that the plaintiff had a right to show bad faith and in the event that he could show bad faith there would then stand a cause of action in equity.

"Detailed in defense of the Association in the trial were G. E. B. Member Magnus Sinclair, who was chairman of the G. E. B. at

the time of the withdrawal of the charter of Division No. 477, the Secretary of the Board and ex-Secretaries H. B. Barron and Charles Braungart of Division No. 477 of Philadelphia, Pa.

"The case was deferred to July 1, when the trial proceeded before Hon. Frederick C. Loofbourow of the Third Judicial District Court of Utah. A Mr. Stott was the trial attorney for the plaintiff. For the defense were attorneys Samuel Russel and P. T. Farnsworth of the law firm of King, Nibley, Farnsworth & Russel. The case on part of the Association had been prepared by Judge King himself. The plaintiff made witnesses of G. E. B. Members Sinclair and Reeves, Vice President A. H. Burt, ex-Secretary H. B. Barron and Business Agent J. A. Reeder and A. H. Kempton, Wm. B. Randall, W. H. Linck and George Thompson of Division No. 382, Salt Lake City, Utah. The plaintiff also introduced affidavits of ex-members Driscoll, Carraghar and others of Philadelphia. The plaintiff, himself, was upon the stand several days and given the opportunity to present his entire detailed narrative. In all he occupied ten days in presenting his case to the court, making as complete a hearing as he desired.

"At the close of the hearing the attorneys for the Association made a motion for a non-suit. On July 17 Judge Loofbourow granted the non-suit, dismissing the case upon the opinion that: 'Mr. Pratt never did become a member of the Philadelphia Local, No. 477, of the Amalgamated Association.'"

#### Judge Loofbourow's Decision.

The decision of Judge Loofbourow, rendered July 17, 1915, is as follows:

"THE COURT: Throughout the trial of this case the Court has considered very carefully the nature of the cause of action set out in the amended complaint upon which the case is being tried, and it seems to the Court that the underlying principle of the complaint is this:

"That the plaintiff claims the international officers did not have power to do certain things, that is, to suspend the Philadelphia Local, No. 477, and to pass upon the eligibility of Mr. Pratt to hold office in that local and his qualifications to be a member of that local.

"If the international officers had power in these matters and exercised it in good faith, I take it the plaintiff has no right to complain.

"The plaintiff is bound, if he is a member of this association, by all the by-laws and by the constitution of the Amalgamated Association; and if the board, or if the international officers acted not in good faith, he would have a right to complain of such arbitrary action on their part.

"Now, in the first place, the Court is of the opinion that the international board did have power, expressly given it in conjunction with the international president, to rule upon all questions of law, the manner of

instruction of the laws of the association, and did have power to suspend locals expressly given it by this constitution and these by-laws.

"Then, in the second place, the Court comes to the question of whether or not his power was exercised arbitrarily and not in good faith. The Court finds no reason to conclude, from the evidence of the plaintiff and the plaintiff's case, that the officers did not act in good faith. The power given these international officers is quite arbitrary. I have no doubt it is necessary, to the successful maintenance of an organization of this sort, that the international officers should have very great power; and, certainly, very great power is conferred upon the international officers by the constitution of this association; but there is nothing in the evidence in this case that indicates that the power was exercised not in good faith.

"And, further, the Court is of the opinion that when this withdrawal card was given Mr. Pratt from the Detroit office that he then ceased to be a member of the Amalgamated Association. The card itself so states, and I think that is the only conclusion that can be drawn from Section 125 of the Constitution. If he desires to use that card in going into some local of the Amalgamated Association, it takes the place of an application; and upon filing that withdrawal card with a local division, he thereby makes application for membership, as I understand these by-laws and this constitution. Then he must comply with all the requirements of the Constitution and By-laws before he is entitled to membership. That is to say, he must be working at the occupation; and if the withdrawal card comes from the Detroit office, the fact of his application must be referred to the Detroit office.

"The Court is of the opinion that Mr. Pratt never did become a member of the Philadelphia Local, No. 477 of the Amalgamated Association. He made application for membership in that local by filing his withdrawal card there; and it is true that a card, or that several working cards were issued to him for successive months following the filing of his withdrawal card as an application for membership in that local. These working cards would be prima facie evidence of membership in the Association; but the fact of membership is contested and must be tried out upon all the facts and all the circumstances surrounding the transaction itself as disclosed by the evidence and in the light of the Constitution and By-laws of the Association; and they expressly provide that the applicant is not eligible for membership in the local unless he is working at the occupation and, when the withdrawal card comes from the Detroit office, until the application is referred to the Detroit office and a satisfactory reply is received from the Detroit office, whereupon the member's application may be accepted by the local division. The conclusion of the Court is that Mr. Pratt is not a member

and never was a member of the Philadelphia local of this Association, No. 477. It follows, from the views of the Court herein expressed, that the international officers were entirely justified, under the Constitution and By-laws of the Amalgamated Association, in ruling as they did that Mr. Pratt was not qualified for membership in the local division, No. 477.

"The Court is further of the opinion that the international officers had power to suspend that local and that they did suspend the local as set out in the pleadings, and that all those persons who were then members of the local ceased at that time to be members of the local. Local No. 477 was shortly afterwards reinstated upon the petition of a large number of the suspended members, and arrangements were made that these members who had been suspended members, and arrangements were made that these members who had been suspended could come back into membership, with their seniority rights restored. A way exists under the constitution and laws of the Association for all those members to protect whatever property rights they had in the Association; and even if Mr. Pratt were a member of that local, No. 477, at the time of the suspension and could not join the reinstated local because of the fact that he was not working at the occupation, yet he still had an opportunity to return his card to the Detroit office and become a member at large, which would retain for him all his property rights. So that it seems to the Court that there is, and was at that time, and may be still, for aught the Court knows, a plain and adequate method pointed out by these by-laws and constitution, for the plaintiff to protect every property right that was in any way jeopardized by reason of the suspension or the rulings of the international officers as to his membership or as to his right to hold office in Local No. 477. Under those circumstances, equity will not act; it is unnecessary that a court of equity should take any action in the matter, because the party himself has a plain way open for the protection of his rights.

"Under the circumstances disclosed by the evidence in this case, I think the motion for a non-suit should be granted and the plaintiff's petition is dismissed.

"In the history of C. O. Pratt in the affairs of the Association since the Thirteenth Convention are events that your Board feels should be known by the entire membership. He has never permitted an opportunity to escape that has invited any interference on his part with the progress of the Association.

"In September, 1914, came resolutions from Division No. 272, Youngstown, Ohio, petitioning the International Association to take immediate action to effect reconciliation and bring about a fair and honorable adjustment of the Philadelphia situation. The resolution was based upon alleged information that an injustice had been done the carmen of Philadelphia.

"Investigation of the petition of Division No. 272 showed that Mr. Pratt with a Mr. Driscoll, brother of the erstwhile president of Division No. 477, had been in the Youngstown section inciting such discontent as it was possible by making misleading representations to the members of that local.

"Another event was at Wilmington, Del., where the street railway employees desired to establish a local of the Amalgamated Association. Information evidently reached C. O. Pratt of the desire of the men to organize. Mr. Pratt immediately went to Wilmington and under sufficient pretenses set himself up as an organizer, secured a meeting of some of the men, appointed a committee to approach the company and his work there resulted in the dismissal of several of the employees before the men discovered that he was not an authorized organizer of this Association.

"In Salt Lake City he appeared several weeks before the date of the trial of the case there and proselyted among the membership and trade unionists of Salt Lake City, airing his troubles in the newspapers and endeavoring to gain sympathy by assailing your International Officers. When the representatives of the Association arrived there the papers were teeming with sympathy for Pratt's cause, tending to lead the people and the Salt Lake City street railway men to the belief that the Association had mistreated Pratt and his Philadelphia associations; that there was no other way the so-called "3200" suspended Philadelphia members could get back into the Division only by the proceedings in court.

"After the case was over, Pratt remained in Salt Lake City until after the election of delegates to this Convention. After the election and while he attended the Panama-Pacific Exposition at San Francisco, Mr. Driscoll, brother of the erstwhile president of Division No. 477, was using a poverty plea in the interest of Mr. Pratt to raise money to assist in defraying his expenses in conducting the campaign against the Association.

"He and his friends for him have repeatedly circulated petitions in Philadelphia to raise money to assist in bearing the expenses of his litigation and campaign against the Association.

"Before Judge Carr in Philadelphia, Mr. Pratt testified that his rival organization embraced a membership of some 1700. He also stated that dues were being collected at \$1.00 per month. This would indicate that several thousand dollars were turned over to Mr. Pratt as treasurer of that organization. He assumed to be retaining fifty cents a month of it as a per capita to be turned over to the International when reinstatement should be effected.

"He has sent literature broadcast and used every means in his power to obstruct the progress of the Association by imposing heavy expense and engaging the time of the officers and members and compelling the issuing of voluminous explanations. It is difficult to estimate the cost in dollars

and cents. It would very likely foot up to some \$12,000 or \$15,000, aside from his obstructive influence in Philadelphia, Wilmington and other places. His conduct has not been that of an exponent of trade unionism. No matter what animosity he may have held in respect to individual members, his course has been obstructive to the principles of the Association and he has pitted himself against its development. If this should be generally understood by the membership he can be of no further source of annoyance.

"It should be borne in mind that he voluntarily sacrificed his membership in the Association. This one fact should be sufficient as full explanation.

"Let it be understood that Mr. Pratt has been heard. Not only has he been heard before two courts, but his statement before the General Executive Board in Philadelphia embraced 49 pages of typewritten matter."

At 11:55 the Chair announced that the remainder of the report would be read at the opening of the afternoon session.

The Chair announced that Buffalo was arranging a reception and trip to Niagara Falls for the delegates after the final adjournment of the Convention, and requested the delegates to present their names and the names of members of their families and visitors to the Buffalo delegates.

The Chair announced that the ladies were invited to take part in the anniversary celebration to be held in the convention hall on Wednesday evening; that the celebration would be continued to a late hour to enable the men on the late runs in Rochester to attend.

The Chair announced a meeting of the G. E. B. for 1 o'clock, and requested those having matters to bring before the Board to attend.

The Chair announced that the time for receiving resolutions would be extended to the close of the afternoon session.

Moved by Delegate O'Dea and seconded by Delegate Lincoln, Division No. 623, that the Convention adjourn at noon on Thursday to allow the delegates to take an outing for the afternoon.

Moved by Delegate Taber and seconded by Delegate O'Brien, Division No. 241, to amend the motion by providing for reconvening at 8 o'clock p. m., Thursday.

Delegate Anderson, Division No. 26, opposed the amendment.

Delegate Bronson, Division No. 625, opposed the amendment.

The amendment of Delegate Taber was lost.

The motion to adjourn at noon on Thursday for the day was carried.

The Chair declared in order introduction of resolutions.

#### Introduction of Resolutions.

The following resolutions were introduced and referred to the proper committees:

Resolution by Delegates N. H. Robotham and E. L. Goodwin, identified as Resolution No. 11, as follows:

We, the undersigned, acting under instructions from Division No. 192, Oakland, Calif., hereby present to you notice of our intention to appeal the case of Brother George Graves of Division No. 192.

Brother George Graves worked on the local car system of Oakland, Calif., from April, 1893, to January, 1914, when he was suddenly taken ill while on the car. He has not worked since.

After Division No. 192 received evidence from reliable doctors to the effect that Brother Graves was totally disabled from working on the cars, and that his disability was received through his working on the cars, Brother Graves presented a claim for disability. This was forwarded to the G. E. B. and various letters passed between the latter body and Division No. 192. However, the G. E. B. did not allow the claim.

Furnished with further data we, the delegates of Division No. 192, now ask for an opportunity to appeal the case from the decision of the G. E. B., believing that said body did disallow the claim through having insufficient evidence.

Referred to Committee on Appeals.

Resolution by M. J. Cahill, President; C. Daniel, Secretary, and J. B. Coleman, Business Agent, Division No. 618, identified as Resolution No. 12, as follows:

At the regular meeting of Division No. 618 held on Thursday evening, September 2, 1915, the following resolution was adopted, and the delegates of this Division to the Fourteenth Convention instructed to present the same to the convention. Resolution follows:

WHEREAS, Providence Division No. 618 in meeting assembled on the 2nd day of September, 1915, expresses its deep and sincere regret at the continued illness of our beloved Brother Fred Fay, General Executive Board Member, and

WHEREAS, Our membership will never forget the great work Brother Fay has done for us in the formation of our Division and also his continued interest in our behalf ever since; therefore, be it

RESOLVED, That we extend to him our deepest sympathy, earnest wishes and fervent prayers for the speedy restoration of his health and strength; and be it further

RESOLVED, That our Delegates to the Fourteenth Convention, to be held in the City of Rochester, bring this resolution before that body and urge its adoption and the sending of a copy of same to our esteemed friend and Brother, Fred Fay.

M. J. CAHILL, Pres.,

C. DANIELS, Secy.,

J. H. COLEMAN, Bus. Agt.

Referred to Committee on Resolutions.

Resolution by Detroit Delegates, Division No. 26, identified as Resolution No. 13, as follows:

RESOLVED, We add to Section 97 of the General Laws, when said disability is sustained in the ninth, tenth and eleventh consecutive years of continuous membership eight hundred dollars, and during the

twelfth, thirteenth and fourteenth consecutive years of membership nine hundred dollars and during the fifteenth consecutive years and thereafter one thousand dollars.

Referred to Committee on Law.

Resolution by Detroit Delegates, Division No. 26, identified as Resolution No. 14, as follows:

RESOLVED, That we add to Section 96 of the General Laws the following in the event of death during the ninth, tenth and eleventh consecutive years of continuous membership eight hundred dollars, and in the event of death during the twelfth, thirteenth and fourteenth consecutive years of membership nine hundred dollars and during the fifteenth consecutive year and thereafter one thousand dollars.

Referred to Committee on Law.

Resolution by Edward J. Schaff, Local Division No. 194, identified as Resolution No. 15, as follows:

Consent and authority is hereby given by the International Association to the Local Division No. 194, to amend Article XI, Section 1, of the By-laws of Local Division No. 194, in accordance with Article XVII of that Local, to read as follows:

Section 1. First, Initiation Fee, \$2.50; second, Monthly Dues, \$1.00; third, Obligatory Badge, 50 Cents; Monthly Benefit Assessment, 25 Cents.

Section 7. The monthly benefit assessment of 25 cents shall be paid every month at the time of the payment of the monthly dues, and shall be placed on the working card of each member; the local treasurer shall keep separate accounts showing the separate amounts of benefit assessments received from the respective barns located within the jurisdiction of this Local; after a member shall be sick for thirty days, he shall be entitled to receive not more than \$1.50 per day for a period of thirty days beginning on the day that his sickness starts; this sick benefit shall come out of the account of benefit assessments of the barn to which the particular member belongs; the purpose of this provision being that no member shall receive any benefit from any other barn outside of his own barn tax; provided further that this benefit assessment provision shall accomplish the purpose of the various subscription benefit lists gotten up at the different barns on pay-day, and that no such lists shall be permitted at any of the barns.

Referred to Committee on Law.

Resolution by Edward J. Schaff, Local Division No. 194, identified as Resolution No. 16, as follows:

Consent and authority is hereby given by the International Association to Local Division No. 194 to amend Article XIV of the By-laws of Local Division No. 194, in accordance with Article XVII of that Local, to read as follows:

Section 5. No member shall make out or file with the Railway Company any card or complaint in any form whatsoever, against any brother member, unless he previously

files with the Secretary of the Local Division, a written statement of his intention of so doing, together with a written statement of the charges on which he bases his complaint; these statements shall be filed with the Secretary not less than twenty-four hours before the card or complaint is filed with the Railway Company; the Secretary, immediately upon receiving the said statements shall communicate that fact to the member against whom the complaint is made; failure to comply with this section shall constitute a misdemeanor, and shall be punishable by a fine of \$5.00.

Referred to Committee on Law.

Resolution by Edward J. Schaff, Local Division No. 194, identified as Resolution No. 17, as follows:

Consent and authority is hereby given by the International Association to the Local Division No. 194, to amend Article XVI of the By-laws of Local Division No. 194, in accordance with Article XVII of that Local, to read as follows:

Section 5. The President of the Local shall be ex-officio a delegate to the general convention, provided that he possess the qualifications specified by the provisions of the By-laws of the International Association relative to the selection of delegates to the General Convention.

Referred to Committee on Law.

Resolution by David H. Coleman, Local Division No. 540, identified as Resolution No. 18, as follows:

WHEREAS, The great number of various Union Labels of different crafts of unions and the great variety and styles, there being some 69 or more different labels being used, and there being so many it is very confusing to the ordinary union man to remember them all; and

WHEREAS, To simplify and educate all members of trade unions, so that Organized Labor can more readily buy and by their power to so do support and uplift the cause of trade unionism; and

WHEREAS, The Convention of the New Jersey State Federation of Labor held in Jersey City, August 16, 17 and 18 of this year went on record by passing a resolution for their elected delegates to the A. F. of L. Convention to be held in San Francisco, Calif., this coming fall to work for, and try to have the International Unions there represented to take up and establish a more universal label so that the confusion in the labels that exist at present may be overcome to a more easy way, so that all Organized Labor may more easily be patronized and uplifted; therefore, be it

RESOLVED, That this the Fourteenth Bi-ennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America in Convention assembled go on record as endorsing the action of the Convention of the New Jersey State Federation of Labor in passing their resolution asking for a more universal label; and be it further

RESOLVED, That the delegates from this Association to the A. F. of L. Convention do try and work for the establishment of and use of a more universal label by the various international bodies there represented.

Referred to Committee on Resolutions.

Resolution by Francis A. Walsh, Division No. 238, Lynn, Mass., identified as Resolution No. 19, as follows:

WHEREAS, Over 1,500,000 women have been granted the rights of full citizenship in the United States by attaining possession of the strongest weapon in the possession of workingmen and working women, namely, the ballot; therefore, be it

RESOLVED, That we go on record as heartily endorsing the woman's suffrage bills now before the voters of New York, New Jersey, Massachusetts, and such other states that have voted to refer the matter to the people for their decision, and that we earnestly request our members in these states to do all in their power to pass these progressive measures to end sex discrimination.

Referred to Committee on Resolutions.

Resolution by Delegate W. D. Robbins of Division No. 113, identified as Resolution No. 20, as follows:

WHEREAS, There have gone to the war over 600 of our members, many of them never to return, but to those who do come back the employing companies have pledged themselves to give full seniority rights, and in view of their getting their full seniority right upon their return the Local Divisions have decided to continue their membership while away; and

WHEREAS, In view of the industrial depression and reduction of service, coupled with the burden of carrying these members it has become a heavy load for these locals; therefore, be it

RESOLVED, That the Locals be relieved of the payment of per capita tax upon these members, they to be placed in good standing upon their return by the payment in full of all per capita and assessments that have accrued during their absence.

Referred to Committee on Resolutions.

Resolution by Delegates M. C. O'Brien and Jeremiah Dinneen, Division No. 241, identified as Resolution No. 21, as follows:

To cut out the word "Friends" on fourteenth line of Section 94 and add to said section, where the beneficiaries do not have charge of the funeral, it shall be the duties of the Local Division to take full charge and no other person or persons shall have any authority to contract any bills in the name of the Local Division or this Association.

Referred to Committee on Law.

Resolution by Delegates Francis A. Walsh, Division No. 238; James O'Brien, Division No. 240; Thomas Shanley, Division

No. 240; Ed Sweeney, Division No. 551; Patrick J. Fell, Division No. 280; William Keating, Division No. 174; Harold Scott, Division No. 261; Wm. Gould, Division No. 253; Alex Smyth, Division No. 249; Percy Chamberlain, Division No. 373, and Lawrence Haverty, Division No. 246, identified as Resolution No. 22, as follows:

WHEREAS, The only means of communication between the members of our organization throughout the United States and Canada, is through the medium of our official organ, the Motorman and Conductor; and

WHEREAS, The Motorman and Conductor does not meet the requirements and necessities of our constantly growing organization; therefore, be it

RESOLVED, That we abolish the Motorman and Conductor and make the Union Leader of Chicago our official organ.

Referred to Committee on Law.

Resolution by F. A. Hoover, Division No. 101, Vancouver, B. C., identified as Resolution No. 23, as follows:

To amend Sec. 112 of the constitution and laws by adding the following words at the end of this section.

"Except in case that 90 per cent or more of the membership in the divisions affected, vote in favor of a strike and with the approval of the International representative in charge of the dispute the Local Divisions shall be entitled to all support in accordance with the constitution."

Referred to Committee on Law.

Resolution by Detroit Delegates, Div. No. 26, identified as Resolution No. 24, as follows:

WHEREAS, The report of the International President shows that the organization is in a good financial condition and that the old age and disability fund shows a great improvement since the last convention, and

WHEREAS, The law now states that a member must be 20 years a member of the organization and be 65 years of age in order to receive an old age benefit, and

WHEREAS, We think that 65 years of age is a high age for this nerve racking occupation. Therefore be it

RESOLVED, that we amend Sec. No. 102, by striking out the age limit 65 and inserting the age limit at 62.

Referred to Committee on Law.

Resolution by Albert Wm. Carroll, Division No. 358, Cumberland, Md., identified as Resolution No. 25, as follows:

Resolution as passed and adopted to be placed before the 14th Bi-ennial Convention in session at Rochester, N. Y., Sept. 13, 1915.

RESOLVED, That the International President send to each local division at least six (6) months preceeding each Bi-ennial Convention a special form for Locals to prepare their resolutions for the following Bi-ennial Convention. These forms to be returned to International President who

will put them in book form and send each Local a book of all Local resolutions. Local Divisions to vote at their meetings on resolutions and instruct delegate to vote at Bi-ennial Convention in accordance with the Local Divisions' decision.

Referred to Committee on Law.

Resolution by Francis Walsh, Div. No. 238; Jas. O'Brien, Div. No. 240; Thos. Shanley, Div. No. 240; Edward Sweeney, Div. No. 551; Patrick J. Fell, Div. No. 280; Percy Chamberlain, Div. No. 373; Wm. Keating, Div. No. 174; Harold Scott, Div. No. 261; Wm. Gould, Div. No. 253; Alex. Smyth, Div. No. 249, and Lawrence Haverty, Div. No. 246, identified as follows:

RESOLVED, That the words "sixty-five" on the fifth line of section 102 of the Constitution and General Laws be change to read "sixty."

Referred to Committee on Law.

Resolution by Francis Walsh, Div. No. 238; Jas. O'Brien, Div. No. 240; Thos. Shanley, Div. No. 240; Edward Sweeney, Div. No. 551; Patrick J. Fell, Div. No. 280; Percy Chamberlain, Div. No. 373; William Keating, Div. 174; Harold Scott, Div. No. 261; Wm. Gould, Div. No. 253; Alex. Smyth, Div. No. 249, and Lawrence Haverty, Div. No. 246, identified as Resolution No. 27, as follows:

RESOLVED, That the Constitution shall be so amended that the International President shall define the articles of arbitration, so that no article or subject shall be introduced before the Arbitration Board, other than those submitted by the International President, and upon failure to agree upon such articles, the International President shall order a strike at his discretion.

Referred to Committee on Law.

Resolution by F. L. Tozer, Division No. 589, Boston, identified as Resolution No. 28, as follows:

Strike out Section 5 of pages 19 and 20, and insert the following:

No manager, superintenden, foreman, or other officer having the working rules and regulations of the railway company to enforce over the employees can become a member of this association, and in cases where members of this association are promoted to such official positions, they shall withdraw from membership in this association by taking out a withdrawal card. Should they return to the service again and desire to renew their membership they can do so by depositing their cards subject to the provisions of this constitution and with the consent of the L. D., become members again. In cases where members are temporarily promoted to official positions they shall not hold such temporary positions for a longer period than thirty (30) days without taking a withdrawal card from the division, and while members are filling temporary positions as officials of the company they shall not attend the meetings or held office in the local divisions.

Referred to Committee on Law.

Resolution by N. H. Robotham, Division No. 192, Oakland, Cal., identified as Resolution No. 30, as follows:

WHEREAS, The system of Local Divisions keeping books and records is not uniform, and

WHEREAS, Considerable difficulty and numerous errors, together with increased work placed upon the international officers through the many irregularities these varied systems create between the international officers and the local divisions compel us in the interest of the organization and as a matter of good business to remedy this condition, be it

RESOLVED, That the following words be added to the latter part of Sec. 154 of the constitution and general laws and including therein:

"All local divisions shall have and maintain a system of keeping their books in a concise manner and such system must be approved of by the international office. Books and supplies to be purchased from the international office."

Referred to Committee on Law.

(Resolution No. 31 stricken out.)

Resolution by Del. J. C. Barbara, identified as No. 32, as follows:

Be it RESOLVED, That Section 137 of the constitution and general laws shall be amended to read as follows:

Section 137. "No person who engages in the sale of intoxicating drinks can be admitted."

Referred to Committee on Law.

Resolution by Delegate J. C. Barbara, Division No. 194, identified as Resolution No. 33, as follows:

Amendment to Sec. 95, as follows:

Any member in good standing of his local will have the right to make his will of his death benefit to any one he may desire.

Referred to Committee on Law.

Resolution by Delegates of Division No. 194, New Orleans, identified as Resolution No. 34, as follows:

Amendment to Sec. 95 as follows:

When a brother member has been a member of the association for four years or more and his wife dies said brother is to receive one hundred dollars for funeral expenses, (\$50.00) fifty dollars from his local and (\$50.00) fifty dollars from the International Union. This one hundred dollars will be taken out of said brother's death benefit at time of his death.

Referred to Committee on Law.

Resolution by Delegate J. C. Barbara, Division No. 194, and Delegates No. 194, New Orleans, La., identified as Resolution No. 35, as follows:

Amendment to Sec. 31, as follows:

Where there are more than two candidates for the same office the Local shall hold an all day primary election at the hall so that all the members, day and night, can vote for their choice of the two candidates. The candidate receiving the largest number of votes shall be placed on the ticket as candidate for whatever office it

may be.

Referred to Committee on Law.

Resolution by Delegate F. B. Corey, Division No. 379, identified as Resolution No. 36, as follows:

To amend Section 96 of General Laws to read as follows:

In the event of death during the eighth consecutive year of continuous membership or thereafter, eight hundred dollars (\$800). In event of death during the ninth consecutive year of continuous membership or thereafter nine hundred dollars (\$900). In event of death during the tenth year of continuous membership or thereafter ten hundred dollars (\$1,000).

Referred to Committee on Law.

Resolution by Delegate F. B. Corey, Division No. 379, identified as Resolution No. 37, as follows:

To amend Section 95 of General Laws, No. 1, to read as follows:

Payment of funeral benefits shall be divided between the widow and children of deceased, share and share alike. The widow and children shall be the sole beneficiary subject to the provisions of Section 94.

Referred to Committee on Law.

Resolution by Delegate E. L. Collins, Division No. 416, identified as Resolution No. 38, as follows:

WHEREAS, Nearly our entire membership of the State of Illinois is receiving the Union Leader as their official paper of this organization,

RESOLVED, That this convention make the Union Leader the official paper of this organization for the state of Illinois.

Referred to Committee on Resolutions.

Resolution by Delegate Chas. N. Ross, Division No. 589, Boston, Mass., identified as Resolution No. 39, as follows:

RESOLVED, That Sec. 154 of Constitution and General Laws be amended by striking out on eighth line "30th" and inserting "20th," and after "month" add, "and receive a receipt for same, and on ninth line after the word "same" add, "and failing to make a proper settlement with the financial secretary on or before the 25th of month, without satisfactory excuse, shall be removed and another member appointed in his place by the Local Division."

Referred to Committee on Law.

Resolution by Delegate F. L. Tozier, Division No. 589, Boston, Mass., identified as Resolution No. 40, as follows:

WHEREAS, Physical incapacity has prevented the attendance at this Convention of a loyal member who is one of the brightest stars and loyal workers that organized labor ever had; therefore be it

RESOLVED, That the greetings of the delegates of the Fourteenth Convention be sent to Brother Fred Fay, General Executive Board Member, conveying regrets at his absence and our sincere wish that his return to health may be speedy.

Referred to Committee on Law.



Resolution by Delegate L. J. Flynn, Division No. 589, Boston, Mass., identified as Resolution No. 41, as follows:

**RESOLVED**, That the International President shall through the different labor organizations and then through the public officers of the different states, pass laws compelling companies to place heaters in the motormans' and conductors' end of car.

Referred to Committee on Resolutions.

Resolution by Delegate J. E. McFarland, Division No. 589, Boston, Mass., identified as Resolution No. 42, as follows:

Amend Section 22, page 6, to read as follows:

After the word "located" on the first line strike out the remainder of section and add "in the association building at Detroit, Mich."

Referred to Committee on Law.

At 12:10 the convention was adjourned to 2 o'clock p. m.

#### AFTERNOON SESSION.

The afternoon session of the third day of the convention was called to order at 2 o'clock p. m., Wednesday, September 15th, International President W. D. Mahon presiding.

The Chair, on behalf of Division No. 595, presented to Delegate Patrick F. Sheehan of Brockton, Mass., a handsomely engrossed resolution as a token of appreciation for his services upon agreement work for the Salem, N. H., Local.

The G. E. B. report continued:

The Chair declared in order continuance of presenting the report of the General Executive Board.

The Secretary of the G. E. B. proceeded with reading to the convention the G. E. B. report as follows:

#### Association Finances.

"At the close of the term reported to this Convention \$432,745.46 represents the available cash funds of the Association. This is a gain of some \$219,000, or approximately 103 per cent. To add to this is an investment of \$26,000 in headquarters property in Detroit, making 115 per cent increase in tangible assets. The increase far exceeds any previous like period and shows a most gratifying condition of the financial affairs of the Association.

The funds are divided into four departments: The General Fund, the Benefit Fund, the Defense Fund, and the Bonding Indemnity Fund. The increase is participated in by all these funds.

The income of the Association for the two years was \$392,076.58.

#### Death, Disability and Old Age Benefits.

From the Benefit Fund \$3,228.88 were paid in death, disability and old age benefits. This item represents 57½ per cent of the entire expenditures of the Association. This magnificent relief was extended to 854 Association beneficiaries under the provisions of the benefit laws of the Association, without resort to assessment, and the Benefit Fund has increased approximately 92 per cent. Disbursements, however, represented the full per capita payment of 59,662 mem-

bers into the fund. In other words, it required a membership of 59,662 to meet the payment at 26 cents per month, the part of the per capita set aside to maintain the fund. The disbursements represent the total per capita paid to the International Association by an annual average of 31,024 members.

The average per benefit was approximately \$436. It required 84 per cent of the per capita paid into the Benefit Fund during the two years to meet the payment of benefits.

A comparison of the expenditures from the Benefit Fund as of the two fiscal terms—that reported upon at the Thirteenth Convention and the period upon which is being reported at this convention—shows a proportion of increase in disbursements as compared with receipts of 6 1-3 per cent. Disbursements were 79 per cent of receipts the previous term and 84 per cent this term. This is not an alarming increase, but should serve as a caution against adding to the present liability.

The great number of claims coming to your Board for adjustment are those for disability benefits of a nature of problematical cause. The filing of such claims seems to be inspired by the loose provisions of Section 97, wherein it reads:

"Or is suffering from any affliction, the cause of which can be traced directly to the occupation while in the service as a street and electric railway employee, that will disable him from ever following occupation as a street and electric railway worker."

This provision leads to the filing of claims for various natural and constitutional infirmities the incapacity from which is as presumptive to have been delayed as caused by the occupation. Yet it seems to be no trouble to obtain the certification of a sympathetic physician that it is his opinion that the occupation is the cause, or, as some of them put it, "the occupation is, without doubt, a contributing factor," etc. The law is strong enough and reads and means enough, but the language seems to be misunderstood. We would recommend that the provision be changed to read:

"Or is suffering from any affliction the cause of which is an accident or injury sustained in the occupation while in service as a street and electric railway employee from which the afflicted member is permanently disabled from following any occupation as a street or electric railway worker, and said accident or injury shall have occurred subsequent to December 31, 1912, shall be entitled to disability benefits," etc.

We would also recommend that the section be further amended to provide "that no benefit shall be paid under the provisions of this section in any case at any time of actual street railway employment of the member upon whose disability benefit claim is filed."

#### Strikes, Lockouts and Defense Fund.

There is a remarkable contrast between the expenditures for strike benefits for this term and any succeeding period.

For the two years' period reported upon at the Thirteenth Convention, \$101,265 were paid in strike benefits, representing 20,253 weeks, or equal to maintaining 195 members on the Defense Fund payroll for the entire two years.

For the two years reported upon at this convention \$31,915 were paid in strike and lockout benefits, representing 6,383 weeks, or equal to maintaining 61 members on the Defense Fund payroll for the entire two years.

The payment for the latter period was 31½ per cent of the former.

In the last two years the Defense Fund increased approximately 335 per cent.

Whatever influence the Defense Fund may have, and it cannot be denied that it is contributory, it is clear that in proportion to the expansion of the Association our strikes and lockout troubles grow less, both in number and in intensity. There is less for an unorganized body to fear in an attempt to organize today than there was in the years gone by. The record is a momentous tribute to the prestige that attains to the ever-increasing magnitude of the Association. That fact bids, too, for extension in magnitude. In proportion, is the extension of power possible to assert for justice to the workers.

Our last two years' record of strikes and lockouts convey much significance.

The International President's report places before you the record of the strikes and lockouts. We shall comment only upon the effect.

Within the two years 33 locals were involved in strikes or lockouts. There were 32,435 members involved. Twenty-three of the locals, or 70 per cent, were settled favorably to the Association.

Of the membership involved, 323, or less than 1 per cent, were lost.

Estimated upon the basis of the duration of the strikes and lockouts, there were lost to the 32,435 members involved, 130,000 days of employment, or approximately four days each. Taking into consideration the relief from strike benefits it was a possible loss of \$10.00 in wages per member involved. Figured upon the accepted percentage of wages to gross receipts, strikes and lockouts cost the companies involved not less than \$3,000,000 in business and the expense of fighting the Association.

At least 20 per cent of the 33 contests were direct or indirect lockouts instituted by the managements of the employing companies.

The record of strikes and lockouts shows a marked balance to the credit of the Association. This remarkable record we believe to be much to the credit of the excellent policy of our members of being sure they are right in their movements.

### Arbitration.

Your Board finds that the record of the Association in the number of arbitration cases for the last two years surpasses all other like periods. In several instances the

result has caused alarm and unfavorable comment. In others the results have been quite acceptable.

We will not believe that our members are of a type of men who are willing to concede that they more fear a mental than strike or lockout contest. But all things being equal, is that not what protest against arbitration as a method of adjustment means?

One of our strong cards has always been the basing of our position upon justice. First of all, we always determine upon the justice of our cause. Then comes the task of prevailing upon the other fellow to believe our cause to be just. With us, we must do that to win a strike or lockout. We cannot hope to win in arbitration unless we can prove our cause to the arbitrators.

We are no more of the common labor class. We must have more. We cannot hope to obtain justice at the hand of one who is unable to comprehend the character of our employment.

We have a right to know the understanding and character of men who are to constitute the court wherein we are to appear in our affairs. We feel that the public will back us in that. But will the public back us in refusing an investigation of the justice of our cause by a qualified board of inquiry?

We recognize that our arbitration agreement should be made with proper caution. But we are confident that the men of our Association are capable of meeting the evident development in astuteness of our employing managements upon issues submitted for arbitration.

We earnestly recommend that our arbitration provision shall remain in our constitution.

In concluding our report we cannot fail to pay tribute to our grand organization. Neither will we fail to express our recognition of the keen interest of our general membership in every detail of the association and its work.

It is unnecessary for us to send back to the members of this association any argument in behalf of its keeping. They know its benefits. They have equipped this Association with the means for each local keeping in touch with the affairs of the others.

They know the record of wage getting grouped in the table in this report. They know how unfavorable a tabulation of the wages on nonunion roads would compare with it. They know that without this association they would be receiving in the aggregate more than twenty millions of dollars less in annual wages. And our members are high intellectually. They know there is more to get. They know from past experience that through this association they will continue to progress. There were 47,062 members who participated in the wage increases of the past two years.

Our members have created in this Association what they now know by experience to be one of the best of mutual benefit fea-

res. They don't need to be told it by us. They know it from receiving the expressions of gratitude and knowing of the fervent prayers of thankfulness of the thousands of widows, orphans and beneficiaries of our departed brothers. They have experienced the reluctance prompted by extending the relief to one left by a stricken brother. They have witnessed the lessening of the burden of the grief-stricken. And they know it was through their business institution. Think it necessary to advise them of the advantage of this feature?

This association is equipped in its splendid membership to deal with the intensified mental intrigue of any future assailing. There will be no pitting us, one against the other in any ulterior schemes. We will know what they are. Neither can it any more be profitable to beset us with human vermin supplied by sapping agencies. This organization has become too formidable for alarm at disruptive influences. No machinations of any ruthless union smashing employers' combination will ever

even jar the foundation of this now powerful organization, powerful through the united intellect of an enlightened membership.

Neither is your Board unmindful of the value to this Association of the chief guiding hand. Added to nature's endowment in physique and mental faculty is the 22 years of experience in the changing problems the successful solving of which has created the magnitude and prestige of this organization. Grown as he has, with the organization, he is yet with us with the same singleness of purpose—the making for the continuous development and progress of the old Amalgamated Association.

In closing this report we extend our sincere thanks to our associate officers, to the general membership and the no less devoted local officers, who have so contributed in the past two years of triumphant success in which it has been to us, a most profound honor and gratifying privilege to participate.

## TABLE SHOWING WAGE RATE INCREASES DURING THE TWO YEARS TERM

This table contains the wage rates of Local Divisions the membership of which obtained increases in wages during the two years intervening the previous convention. The table is arranged showing the wage rates existing September 1, 1913, and September 1, 1915, in which arrangement the increases are respectively exhibited for the two years. The first line of figures opposite the name of location and number of the Division represents the rates of wage existing September 1, 1915. Beneath this line appear the rates from which the advance was made, the line representing wage rates as they existed two years previous. Marginal numbers refer to notes below.

Location	Div. No.	CENTS PER HOUR											Aggregate Annual Increase
		1st yr.	2nd yr.	3rd yr.	4th yr.	5th yr.	6th yr.	7th yr.	8th yr.	9th yr.	10th yr.	11th yr.	
Akron, O. (City).....	98	25	26	27	28	29							\$20,000
(Interurban).....		23	24	25	26	27							
		26	27	28	29	30	31						
		24	25	26	27	28	29						
Albany, N. Y.....	148	28	27										23,400
		20	18½										
Albia, Ia.....	559	18	18	19	20	21	22						420
		17	18	19	20	21	22						
Bartonville, Ill.....	513	23-29	29-30	30									1,050
		22-28	28-29	29									
Billings, Mont. (9 hr. day rate).....	651	2.50	2.75	3.00									1,050
(10 hr. day rate).....		2.50	2.75	3.00									
Boone, Ia.....	334	20-21	24										740
		20-21	23½										
Boston, Mass. (Surface Lines).....	589	26½-27	28½	29	29½	30½	32	Extending 16 yrs. to 28.9					1,200,000
		25.6	26.2	26.8	26.8	26.8	27½						
Bridgeport, Conn.....	459	22½	23½	24	25½	26½	28½						8,400
		22	23	23½	24½	26½	27½						
Brockton, Mass.....	235	24½-25	26	27	28	29	30	30	30				32,600
		24	25	26	26	26	27	27	28				
Buffalo, N. Y.....	623	23	24	25	27	28	29	29	29	29	30		48,300
		23	24	25	26	27	28	28	28	28	29		
Buffalo, N. Y.....	624	23	25	26½	28	29	30						4,400
		23	25	26½	28	28	28						
Cedar Rapids, Ia.....	638	21-22	24	25	26								7,200
		20-21	23	23	24								
Centralia, Ill.....	660	20-23	23										2,940
		17½	17½										
Chelsea, Mass.....	240	24½-25	26	27	28	29	30	30	30				49,000
		24	25	26	26	26	27	27	28				

**MOTORMAN AND CONDUCTOR—Convention Number**

2Chicago, Ill.....	241	26-28-29 23-25-26	31 27-28	32 29	33 30	35 31	36 32																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
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Lynn, Mass.....	238	24½-25 24	26 25	27 26	28 26	29 26	30 27	30 27	30 28	
Manassas, O.....	389	18-21 18-20	23 22	24 23						22,100
Marengo, Ill.....	507	23½-26½ 23-26	28½ 28							2,000
Marion, Ill.....	293									1,100
(Passenger Service).....		26 22½ 28 22½								
(Freight Service).....										2,600
Mars, Pa.....	678	26-28 25-27	30 29-30	Aggregate increase unavailable						
Marshalltown, Ia.....	607	21½-22½ 19-20	22½ 20							1,160
Mauch Chunk, Pa.....	430	21-22 19-20	23 21	24 22						3,150
Meriden, Conn.....	163	22½ 22	23½ 23	24 23½	25½ 24½	26½ 26½	28½ 27½			2,650
Middletown, Conn.....	479	22½ 22	23½ 23	24 23½	25½ 24½	26½ 26½	28½ 27½			1,370
Monessen, Pa.....	657	23-24 23	25 24	26 25	27 26	28 27				1,580
Monroe, La.....	667	17-18 14-17	19-20 18-19	21-22 20-21	23-24 22-23	25-26 24	27 25			1,470
Montpelier, Vt.....	242	19 16-19½	21½ 20-20½	24 21-21½	25 22					3,200
Mt. Carmel, Pa.....	421	22-23 22	25 22							4,420
Mt. Clemens, Mich.....	90									
(City Lines).....		23-28 23-25	28-30 25-28	30 28						
(Interurban).....		25-30 25-28	30-32 28-30	32 30						13,300
Muscatine, Ia.....	509	21-22 21-22	24 23							1,080
Nashua, N. H.....	284	24½-25 24	26 25	27 26	28 26	29 26	30 27	30 27	30 28	2,220
New Castle, Pa.....	89	28-30 28-29	32 30							8,400
New Haven, Conn.....	281	22½ 22	23½ 23	24 23½	25½ 24½	26½ 26½	28½ 27½			21,000
New London, Conn.....	482	23 22	24 23	25 23½	26 24½	27 26½	29 27½			4,200
Niles, O.....	379	28-30 28-29	32 30							5,100
Northampton, Mass.....	549	25 21	26 22½	27 23	28 24	29 24½	30 26			10,100
Norwalk, Conn.....	476	22½ 22	23½ 23	24 23½	25½ 24½	26½ 26½	28½ 27½			1,900
Norwich, Conn.....	262	23 22	24 23	25 23½	26 24½	27 26½	29 27½			8,000
Ottawa, Ont.....	279	23 21½	24 22½	27 25						52,000
Ottumwa, Ia.....	199	21-22 20½-21½	24 23½	27 26½						1,680
Peoria, Ill.....	416	23 21	25½ 23	28½ 26						25,200
Petersborough, Ont.....	622	17 15	18 16	20 18						2,300
Pittsburgh, Kan.....	497	25 25	26 26	26 26	26 26	26 26	27 26			2,500
Port Chester, N. Y.....	481	22½ 22	23½ 23	24 23½	25½ 24½	26½ 26½	28½ 27½			2,840
Portsmouth, O.....	453	20 20	23 21	24 22	25 23					2,240
Quincy, Mass.....	253	24½-25 24	26 25	27 26	28 26	29 26	30 27	30 27	30 28	21,900
Rochester, N. Y.....	282	24-26 22½-24½	28 26½							
(Interurban).....		30 28½								58,800
Salem, Mass.....	246	24½-25 24	26 25	27 26	28 26	29 26	30 27	30 27	30 28	17,400
Salem, N. H.....	505	22½-23 22	24 23	25 24	26 24	27 25	28½ 25	28½ 25	28½ 26½	18,100

Saratoga Springs, N. Y.....	560	28 27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
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[illegible]

1—Note—Members of Div. No. 589, Boston, Mass., received an increase in the various departments in which they work, exceeding in all cases the percentage of increase to the surface motormen and conductors, except the Elevated motormen and conductors who received a proportionate increase. The rates of wage for Elevated motormen are: For first year service men, 30½¢ per hour; second year, 31¢; third year, 31½¢; fourth year, 32½¢; fifth year, 33½¢.

2—Note—Members of Div. No. 241, Chicago, Ill., employed in other departments than the train service received an increase in wage proportionate with that indicated for motormen and conductors. For night car service the rate obtained to \$3. per day of eight or less hours.

3—Note: The present wage rates for members of Div. No. 484, Kewanee, Ill., are those adjusted to two men to a car. The rates of two years ago were for one man to a car. The table shows a reduction in the wage rates and the explanation is that it is due to the change from one man to two men on a car, conductors being employed under the present rate.

4—Note—Members of Div. No. 279, Ottawa, Ont., receive two cents additional for Sunday work. The company also supplies uniforms.

5—Note—Div. No. 448, Springfield, Mass., is entitled to a prominent place among locals obtaining wage advancements. The local obtained an agreement by which the service day is reduced one-half hour and in many instances more, standardizing the service day, the agreement providing for extra pay for overtime. The advantage gained was equal to approximately 7 per cent aggregate annual increase in wages.

Fraternally yours,

FRED FAY,  
EDWARD McMORROW,  
MAGNUS SINCLAIR,  
J. J. THORPE,  
P. J. SHEA,  
JOSEPH C. COLGAN,  
JOHN H. REARDON,  
WM. B. FITZGERALD.

**R. L. REEVES,** Chairman.  
**Secretary.**

**Fraternally yours,**

**GENERAL EXECUTIVE BOARD.**

**The Chair referred the report of the G. E. B. to the Committee upon G. E. B. report.**

**Secretary Reeves:** "There are matters yet before the General Executive Board that will be acted upon during meetings that will be held concurrent with this convention that will be reported on as they are completed by the Board from time to time.

The Chair declared in order the presenting of a report by the A. F. of L. Municipal Ownership Committee.

## Municipal Ownership Report.

International President W. D. Mahon and L. D. Bland, Editor of the "Union Leader," as American Federation of Labor Commissioners upon the investigation of the relation of municipalities to public utility employees in case of municipal operation and control, rendered their report.

The report was read by Editor L. D. Bland, as follows:

# European Report

To the Officers and Members of the Amalgamated Association of  
Street and Electric Railway Employees of America.

Greeting:—The thirty-third annual convention of the American Federation of Labor, held at Seattle, in November, 1913, passed the following resolution:

"That the President and Executive Council of this American Federation of Labor are hereby instructed to make a thorough investigation as to the wages, hours of labor and conditions of employment, including the rights of the employes to collective bargaining and the protection of their labor through organization, in such countries as have already adopted and are now operating their street and electric railways under municipal ownership, the results of this investigation to be submitted to the next convention of this Federation."

Pursuant with the instructions of the above resolution the President and Executive Council of the American Federation of Labor, in concurrence with the suggestion of our General Executive Board, selected President W. D. Mahon and Bro. L. D. Bland to make the investigation. A complete report of our findings was submitted to



and endorsed by the last convention of the American Federation of Labor held at Philadelphia, Pa., in November, 1914.

In preparing a report for our membership on the results of our investigation in Europe, there must necessarily be much repetition of our report to the American Federation of Labor, for in our first report we covered the matter very thoroughly. However, our previous report dealt with many correlative subjects which came to our notice during the European investigation, and which have been eliminated in this report as far as possible. In this submission we confine ourselves principally to conditions surrounding the street railway workers in the various countries we visited.

We arranged our plans to conduct our investigation in the foreign-speaking countries first, and accordingly sailed from New York, June 16, 1914, direct to Hamburg, Germany, arriving there June 23. We made a brief examination in Hamburg and were informed that there was practically no organization among the street railway employees. The lines were privately-owned and the company presented strong and apparently successful resistance to the men organizing. In this thriving sea-coast city, the second largest in the German empire, we found other classes of workers well organized, with one of the most beautiful labor temples and hotels in Germany, owned by the trade unionists, located in the business section of the city, and among the best of Hamburg's beautiful buildings. We found Hamburg the headquarters for the German Workers' Co-operative Societies, where the movement had reached an advanced development, with numerous dwellings, factories, stores and a modern printing plant employing 700 persons, all owned and operated by the workers.

Our next point was Berlin, where the headquarters of the German trade unionists are located. Our investigation in this city was extensive. Here we were received by Mr. Hermann Jochade, Secretary of the International Transportworkers' Federation, with which the bona fide organizations of tram employees are affiliated. Through the courtesy of Mr. A. Baumeister, National Secretary of the German trade unions, we were furnished interpreters from his office.

At the Transportworkers' headquarters in Berlin we met Mr. H. Rathmann, representative of the Tramway Union in the Transportworkers' organization, who had been in charge of this department for a number of years, and without question the best informed man on tram conditions in Germany. Here we delved into statistics, in which the Germans excel, and conducted our examination for a period of five days.

We found Germany's street railway history very similar to that of our own country. The first tramways were established in Germany in 1865. Up to the year 1870 there were but three tramway systems in operation in Germany. There was an increase of 46 more concerns from 1870 to 1890. After that period they began to electrify the tramways and the increase has been much greater. Up to the present time there has been some 272 concerns established and placed in operation. Sixty-three of these concerns are termed branches, having been consolidated with the larger tramway companies. This leaves but 209 tramway concerns throughout Germany.

The records of the Transportworkers show that 134 of these concerns are in the hands of private companies, while 75 are owned and operated by local administrative bodies, district or municipal councils. In some cases there is a joint ownership between the municipalities and private parties. We were informed that there is a tendency to place the operation of these jointly-owned properties in the hands of

private parties in order to evade and avoid the responsibility of operation and dealing with the labor question.

The same difficulty in organizing has been experienced by the tramway workers of Germany as we have met with in the United States. Mr. Rathmann in a report to the Transportworkers, says:

"Not only was the start difficult, but the whole work has been laborious up to the present. Enemies and adversaries of the organization were and are still to be found, not only among our own fellow workers, but also among the employers, who have an influence upon government. There are very few industries in which the capitalists are so closely connected, both financially and otherwise, with the officials of the government as they are in our calling. The employers are using every conceivable means to get the tramway men away from the organization. The most extreme measures—and these have up to the present time proved the most effective in the interest of the employers—have been the propaganda and the promotion of the class spirit among the men. As soon as this spirit is awakened the organization finds the tramway employes enemies, just as bad, just as obstinate as employers themselves could possibly be. These fellow workers put up with anything; brutal insults from their superiors, humiliations in the presence of passengers, absolutely insufficient wages and excessive hours. They see their children starving and their wives sitting over home work almost day and night; but their class spirit does not allow them to go the only way which would lead to some less insufferable existence, the way of the modern organization, the free trade union."

The employers of Germany take the position that the tramway employes have no legal right to organize. When electric power was introduced in Germany the tram systems were placed under the "Light Railway" laws, and these do not protect the legal position of the employes.

But the Transportworkers hold that the laws do not forbid organization, and for this reason they have a legal right to organize. They have been prosecuting the work of organization among the tram men since 1906. They have had considerable success in improving the conditions of the workers, and as Mr. Rathmann says in his report:

"There has been no improvement from any other source brought to the tramway workers only that which has come through their union."

Beneficial and fake organizations have been resorted to by the employers of Germany to offset the work of the bona fide trade union. Mr. Rathmann's report states:

"Welfare institutions have been developed among the tramway workers. Old age, sickness and accident insurance are compulsory by law. This is not the case with regard to the pension. As far as the state and municipal concerns come into the question, they have, in the majority of cases, established benefit funds without payment of contributions."

The employers have instituted all kinds of organizations among the men to divide them. Motormen have been placed in one union, conductors in another, and each station would have its separate unions, none of which would have affiliation with the other, and in this way the men are kept divided. It will, therefore, be seen that the work of organizing the tram employes of Germany is an uphill task.

The experience of the Transportworkers with the tram employes has been that as soon as a wage fight has proved successful the men become careless and drop out of their organization. Following these wage movements the employers have shown extreme vindictiveness and thousands of men have been turned into the streets. The organization has been unable to interfere for the reason that the tram men

failed to keep their forces intact after they had secured desired conditions.

As an evidence of this apathy and of the fact that the only movement that has been of any benefit to the tramway workers of Germany has been their trade union, during the years 1910-11-12, the union fought on behalf of no less than 36,631 tram employes for an increase of wage, a shortening of the day's work and increasing the number of holidays. The records for 1912, however, show that among all these members there were but 8,528 in good standing in the organization.

The duration of strikes on the German tramway systems has been brief. Three weeks is the longest strike on record. The men have been very successful in their strike movements, however; so much so that the employing concerns have tried to get state legislation enacted to prevent the tramway workers from entering into strike movements.

The conditions of a tram strike settlement in Bremen follow:

### TERMS OF STRIKE SETTLEMENT.

No discrimination against employes for becoming members of the Transportworkers' Union.

Company to meet and treat with committees.

Management to notify committee when an employe is discharged, giving reasons for such discharge.

Wage scale per month:

First and second year, 100 marks.

Third to fifth year, 105 marks.

Sixth to eighth year, 110 marks.

Ninth to eleventh year, 115 marks.

Twelfth to fourteenth year, 120 marks.

Fifteenth to nineteenth year, 125 marks.

Twentieth to twenty-third year, 130 marks.

(The commencement wage in this settlement would equal \$24 per month in United States money and after 20 years' service trainmen would receive \$31.20 per month.)

Drivers to receive 10 marks more.

Men required to work on "off-duty" days to receive usual wage.

Sundays and holidays, trainmen to be paid 5 marks, or \$1.20.

Employes not to be required to contribute to insurance fund.

Fines to be placed in a fund to be devoted exclusively to pay benefits.

Reserve or extra conductors to receive 3 marks, 50 pfennigs or 84 cents a day.

Depot workers to receive the same wage as conductors.

Another strike settlement in Strassburger Alsace resulted in the following wage for trainmen:

First year, 3 marks, 40 pfennigs (82 cents) a day.

Second year, 3 marks, 50 pfennigs (84 cents) a day.

From the third year on the men to be paid monthly wages as follows:

Third year, 108 marks, or \$25.92.

Fourth year, 111 marks, 50 pfennigs, or \$26.76.

Fifth year, 114 marks, 50 pfennigs, or \$27.48.

Sixth year, 117 marks, 50 pfennigs, or \$28.20.

Seventh year, 120 marks, or \$28.80.

Eighth year, 122 marks, 50 pfennigs, or \$29.40.

Ninth year, 125 marks, or \$30.

Each year thereafter an increase of 2 marks, 50 pfennigs (60 cents) per month until the twenty-third year, in which the wage is to be 160 marks, or \$38.40, per month.

Permanent drivers to receive a further bonus of 5 marks a month.

Among the organized workers of Germany there are no labor contracts such as we have in the United States. On the tramway systems the contracts are all with the individual. A man entering the employ of a tramway company makes a contract to cover his proba-

tion period. After he has been accepted as a regular man he makes another contract. These contracts are usually severe in their demands, restrictions and penalties, but in many cases have been modified by the efforts of the union. A synopsis of conditions embodied in the probation and regular employment contracts follows:

### **PROBATION CONTRACT.**

Employee agrees to be faithful and obedient and to carry out all the duties required conscientiously; to observe the police regulations relating to tramway service and the service regulations for drivers of electric motor wagons.

The company has the right to dismiss employee whenever any cause is found. The employee must give eight days' notice to leave the service.

Wage to be 2 marks, 6 pfennigs (about 50 cents) per day, plus 3 per cent of the fares received.

To have use of a suit of clothes to be worn on duty which, however, remains the property of the company.

No pay for studentship.

Two days off each month with pay.

Failure to report for work on any day excepting holidays, unless ill, to result in wage deduction and immediate dismissal.

To leave the service without giving regular notice is to forfeit guarantee.

Employee agrees to contribute to company sick fund.

Failure to turn in all fares collected or to permit any person to ride without payment of fare is subject to punishment under the penal code.

Failure to carry out all details of contract is recorded as a breach and subject to discipline.

Employee agrees to forfeit 1 mark, 10 pfennigs (26½ cents) for every case of violation of rules, to be deducted from wages. In such cases he agreed to subject himself to the punishment inflicted by the management.

To faithfully deliver all articles left on the cars. To make good all damages and bear the cost of repairs through accidents which may happen during learning period. For this purpose the employee deposits a sum of 170 marks (\$40.80) to be deducted from his wages at the rate of 10 marks (\$2.40) a month.

There is demanded of the employee unconditional obedience to all superiors.

Respectful, quiet and obliging conduct towards passengers.

Avoidance of quarrels and disputes with fellow employees.

Complete sobriety.

Other duties than motorman or conductor to be undertaken without special compensation.

All trainmen are required to learn all duties of conductor and driver.

Conductors to carry small change to the value of 30 marks (\$7.20.)

Employees must not engage in any other supplementary employment without the approval of the company.

### **REGULAR EMPLOYMENT CONTRACT.**

Employee agrees to live up to "general regulations." He certifies that he is well acquainted with these regulations.

Employee may be discharged for lack of technical knowledge on the recommendation of the railway inspection board, known as the Royal State Railways Management.

The uniform is loaned and remains the property of the company. When leaving the employ it must be returned to the stores department within 48 hours. It must be in good order, pressed and cleaned.

Employee must contribute to the sick, accident and old age pension fund, the rules for which are laid down by the company.

A bond of 100 marks (\$24) is deposited to cover damages and secure the return of uniform, tools, tickets and other property of the company. This bond also covers any offense or irregularity.

Employee must not engage in supplementary work without consent of management.

Employee agrees to work overtime or do other kinds of work. He agrees to work on any other tram system under the control of the company.

Failure to observe service regulations or to properly perform duties to result in a fine not exceeding 5 marks. The amount of fine to be fixed by the company, to be deducted from wages. These fines to be placed in the company's sick fund.

Employee is not entitled to pay for attending court as a witness.

Employee agrees to live as near as possible to the station from which he works.

On some of the tramway systems the slightest infraction of the rules results in fines of 10, 20 and 25 marks. Where accidents have occurred and the employees have been exonerated by the courts, the companies have compelled them to defray the cost of repairs out of their wages.

There have been cases where attempts have been made to interfere with the private family affairs of the employees and to ply them with questions relating to the most intimate private affairs. Every official who intends to marry must give at least three weeks' notice before he applies to the registry office. He must give the Christian name, surname and residence of the parents, together with their position. All changes which occur in the personal relationship of the official, especially referring to the birth of children or the death of a former wife or children, must be furnished the company.

The organized tramway workers of Germany have sought relief from these burdens through the Reichstag, but without results. A report of the union states:

"The matter was referred to the separate parliaments. One can quite clearly see what conclusion will be reached. We have not placed any more propositions before the parliament of the federated states."

It will thus be seen that the organized tramway workers of Germany have reached the conclusion that their one hope of relief from imposition lies in their trade unions, for in every instance where genuine betterments have been established for the German tramway workers they have been the result of trade union activity.

A man going to work on the German trams must practice for eight weeks to learn the business. This is a government regulation. For that work he gets 2½ marks a week, which would be about 60 cents in the money of the United States. He must also put up an indemnity in the way of a forfeiture, averaging about 75 marks, and this stands against him, indemnifying the company in cases of breakage or any violation of the company's rules and regulations, for all concerns have a system of fines, ranging anywhere from 1 mark to as high as 15 or 25 marks, which men are fined for violation of rules and regulations. So if a man would fail to report in the morning and lose his run, he would be fined from 1 to 2 marks for such offense.

The medical test in the tramway service throughout Germany is very rigid. In addition to satisfactorily answering specific questions pertaining to military service, an applicant must undergo a thorough examination by the officiating doctor and be pronounced physically sound.

The company reserves the right to discharge without notice, while the employee who desires to quit is required to give notice, in some instances as long as three months in advance. Failure to comply with this regulation invariably results in forfeiture of bond, and, as one of our German brothers put it, "every strike is a breach of contract, and if the men lose they forfeit their bond money."

All concerns furnish uniforms for the men, but these uniforms are furnished just as a shovel or any other tool is furnished. They

are not the property of the men at all. They are simply worn while in the service, are kept in repair, and when the men leave the service they must be turned back to the company, or else they must be paid for out of the indemnity which the employe deposited on entering the service.

When we come to investigate the wages, hours of labor and general working conditions of the street railway men of Germany, we again are reminded of the similarity to the history of our street railways of the United States. While in our opinion no class of workers in Germany work as hard or as rapidly as the workers in the United States, yet we found the conditions of the street car men throughout entire Germany similar to the conditions of the street car men of the United States prior to organization some twenty years ago, and similar to the conditions of the street car men of the United States now in unorganized cities. Their work day is from ten to twelve hours, spread over a period from fourteen to sixteen hours a day.

In Germany all classes of workers are supposed to have a Sunday or one day off a week, and this is advertised as being the condition of the street railway men. Yet upon investigation we found that this was not true, and Mr. Rathmann says in his report to the Transport-workers in 1912, that:

"Up to the year 1900 scarcely any tramway concern granted free Sundays to its employes, but when our union began its activity it succeeded, often after difficult struggles, it is true, in compelling the employers to give a few free Sundays in the year."

### WAGES.

We were able to obtain the wages paid to the motormen and conductors by 192 concerns, both municipal and privately owned companies, and on investigating the wages we could not see any great amount of difference between them. Mr. Rathmann in his report to the Transportation Workers says upon this subject:

"If there is anything that strikes us particularly while looking over the returns on wages, it is certainly the length of the wage scale in most of the concerns. We find wage scales extending over 15, 20 and 30 years of service, and even more, before the maximum pay is reached. If we look a little closer at the figures we find that the commencement wages are most comparatively small, but that the maximum wages show a higher amount. The importance of this measure upon the part of the employers is easily recognized. Higher maximum wages induce the servants to work for years for low wages. On the other hand, they represent for the employers a kind of safety valve for the expenditures connected with the pay bill. A perusal of the commencement wages confirms the above statement. In no town in Germany, even where they have the cheapest living conditions, is it possible to get along with a family on less than 105 marks a month, but we see from the returns 87 concerns pay their motormen, and 102 concerns pay their conductors less than 100 marks a month. And it is even worse if we look a little closely at the individual concerns. We find that 80, 75, 70, and as low as 69 marks are being paid per month. What kind of an existence must the families of these badly-paid workers eke out? Here perhaps, we have a solution of the problem why in the case of the tramway servants the percentage of cases of death is so much higher among the women than among the men, and why the average life of the wife is about ten years shorter than that of the man. A world of misery is still to be found in this field of labor."

In comparing the conditions of these 192 cities we find that the average wage for motormen for the first ten years of service runs from 73 marks and 50 pfennigs up to 147 marks per month. Mr. Rathmann, in his estimate for the first five years of employment shows that there are 56 concerns that pay from 73 to 90 marks, and 124 that pay from 90 to 105 marks a month. To give you some idea

of the wages paid by the different concerns, we are here scheduling a few of the concerns, giving both private and municipal:

Tramways in Dusseldorf (city operated):

Motormen commence at 120 marks a month. A mark is 24 cents. That would be \$28.80 a month in our money.

Conductors commence at 105 marks a month; \$25.20 in our money.

The maximum reached by motormen after 18 years of service is 180 marks a month; by conductors, after 13 years of service, 150 marks a month.

On the Greater Berlin Tramway (privately operated):

Motormen commence at 110 marks, 70 pfennigs, per month, or \$26.58, and reach a maximum of 161 marks, 60 pfennigs, or \$38.79 per month, after 20 years of service.

Conductors commence at 94 marks, 50 pfennigs, or \$22.68 per month, and reach 140 marks after 20 years of service.

Tramways in Munich (municipal):

Motormen commence at 110 marks per month. They reach 230 marks after 31 years in service. Conductors commence at 90 marks per month and reach 210 marks after 31 years in service.

Hamburg Central Tramway (private):

Motormen commence at 136 marks and 87 pfennigs per month, and reach 146 marks after six years.

Conductors commence at 91 marks and 25 pfennigs per month, and reach 106 marks and 45 pfennigs after six years in the service.

Frankfort (municipal):

Motormen commence at 107 marks and 60 pfennigs per month, and reach 198 marks and 33 pfennigs after 30 years in the service.

Conductors commence at 107 marks and 60 pfennigs per month, and reach 193 marks and 33 pfennigs after 30 years in the service.

Cologne (municipal):

Motormen commence at 119 marks per month and reach 155 marks in 11 years.

Conductors commence at 104 marks and reach 140 marks in 11 years.

And in this order runs the wage of all of Germany. There is always a difference in the wages of the motormen and the conductors. The conductors usually get about \$3.00 a month less than the motormen. This difference they are supposed to make up in tips they receive from the riding public, and this confirms the declaration of the trade unionists that tips are not given to the employee, but to the employer.

So we repeat that the conditions surrounding the tramway workers of Germany are similar to those that existed among the street car men of the United States some twenty years ago, before the efforts of the Amalgamated Association had revolutionized labor conditions on the electric railway systems of our country generally. All our investigations showed that whatever betterments were experienced by the tramway workers of Germany were the direct result of trade union effort.

### BERLIN.

Berlin being the largest city in the German Empire and having great numbers of tramway men, we devoted considerable time to an examination of local conditions.

The Greater Berlin Company, which controls practically all the tram lines in the city of Berlin, is a private concern and employs 12,000 men. The Overhead Company, another private concern, em-



employs 1,600 persons. The Berlin Electric Tramways, a smaller company, employs about 400 men, and is owned jointly by the city and private parties, the latter being in control. If there is any profit from the jointly-owned concern after expenses have been met it is to be turned over to the municipality. It has always shown a loss, however, and this loss has been made good by the municipality.

The organization of tramway workers in Berlin is not strong, and not recognized by the companies. It is said that the Greater Berlin Company does not care so much about the employee's politics as they do about his trade union activity. A man may be a member of a free union, but he must not actively engage in propaganda work among the employees during working time. He can attend meetings of his union, but he must not speak against the company; if he does they get rid of him.

In the car stations the men elect representatives. These do not represent the union, but the employees in the station. This feature brought to our minds the similarity to the Philadelphia plan, and no doubt its source of origin, for the company has control in elections and such a system, we imagine, had its birth in an empire and not in a democracy. When a man is discharged the station representatives place his case before the company for reinstatement. In serious cases, where the influence of the union men can prevail, they depend wholly on publicity through the trade union press to secure adjustment of their grievances. The companies do not recognize the union and will not negotiate with union officials. When men are known to be active in the union the company finds excuses to get rid of them.

Tram employes in Berlin ride free when in uniform, but they must ride on the open platform in front of the car, or on top of the car. They must not smoke. Employes must get off and make room for passengers when such are waiting at a stopping place. If an employe is ill and is going to see his doctor he may sit inside the car, but he must be in uniform. The wife of a tram employe is permitted to travel free for the purpose of taking food to her husband. She is provided with a metal disc, upon which is stamped the number of her husband's badge, and this must be attached to the basket or bag containing the food. In this case the woman is allowed to take one child with her. Barnmen, office help, etc., have special tickets, punched for each ride, and good to and from work only. These do not wear uniforms.

The employes and company contribute jointly to a pension fund. An employe is eligible for a pension at the age of 65, provided he has contributed to the fund for a period of 10 years. In case of dismissal for any other reason than physical inability, the employe loses all claim to pension and only receives the amount which he has paid into the fund. There have been cases where men, having paid into the pension fund for 15, 25 and as high as 29 years, were then dismissed for alleged negligence or irregularity and were deprived of their pension. All that was given them was the amount they had paid into the fund. The employers try to find reasons to get rid of men who are approaching the pension period. Especially is this true where the men are unorganized, but where the union is powerful the men have been able to protect their pensions. If an employe gets a pension from the government the amount of this pension is deducted from the pension payment made by the company.

On the municipal tramways of Berlin, which employ about 600 men, the management pays all contributions to the pension fund, but where employes are dismissed they receive nothing from the fund.

We present herewith a statement of the average wages paid in Berlin, covering 33,000 transport workers:

	Marks per week.	U. S. Money.
Delivery men .....	26.97	\$6.47
Delivery wagon drivers (auto).....	30.79	7.38
Commercial chauffeurs .....	35.61	8.54
Cab drivers .....	21.86	5.24
Chauffeurs .....	34.24	8.21
Beer truck drivers, mineral water men, etc.....	32.29	7.74
Brewery and beverage chauffeurs.....	43.45	10.42
Warehouse workers .....	28.07	6.73
Furniture movers .....	30.88	7.41
Coal teamsters .....	28.36	6.80
Dockers .....	30.11	7.22
Transport workers, including packers, warehouse men in breweries, industrial concerns and fac- tories .....	26.82	6.43
Tramway men and omnibus employes.....	28.56	6.85
Window cleaners, etc.....	26.98	6.47
Theatre employes, stage mechanics, etc.....	29.32	7.03
Scaffolding constructors, key men, men servants, porters, etc. ....	28.74	6.89
Average of all these classes for Berlin.....	29.19	7.00

A mark equals 24 cents of United States money.

### STATE OWNERSHIP AND MILITARISM.

The effect of state ownership and operation on the workers of Germany is strongly emphasized on the steam railway systems. The steam railways of Germany are owned and operated by the various states. There are a number of regiments of railway men in the military service. In case of strike the military men take the strikers' places. The regular railway men can be mobilized in case of strike, but martial law must be declared before mobilization takes place. It is claimed that the railway and tramway men under the law have a right to strike and that the law does not prohibit organization, but at the same time the state officials do not permit organization. The railway minister is responsible for the operation of the railroads. He may make any kind of regulations. He is elected by the state parliament. The Alsace-Lorraine is the only Imperial railway under the control of the Reichstag. It is said that the Kaiser has made several attempts to imperialize the state railroads, but the states have always opposed this proposition. This would take the railroads out of the hands of the state and invest the power with the Reichstag.

### TRAM UNIONS AS STOCKHOLDERS.

In order that they may get correct information on the financial standing of the companies, the tramway unions of Germany have bought shares in the private companies to get their detailed reports. This has been done secretly in Hamburg, Hanover and Berlin, and the shares purchased in the names of officials of the organization. This entitles them to attend the stockholders' meetings and get all reports. In these meetings the union stockholders have advocated betterments for the employes. They have suggested a decrease of dividends in order that wages might be increased. This has led to stormy scenes at stockholders' meetings and the union officials involved tell some amusing stories about their experiences. They

have found the plan of getting on the inside to be very beneficial to their members, and, in one instance, through the information the plan afforded, forced a company to pay one and one-half million marks in wage increase.

The tramway unions of Germany have reached a development about equal to that of this country some twenty years ago. In most cases the employes are in the same position as those on the unorganized systems of our country at the present time. In every case, however, where advances have been recorded they have been established through the organization of the employes and their persistent effort as part of the bona fide trade union movement.

The German tram workers have suffered from lack of unified effort. Various agencies have kept them divided into opposing groups. Employing concerns have attacked their movements and governmental authority has been anything but favorable to them. Yet wherever genuine trade union effort has found expression among the tram employes of Germany their conditions of labor have been improved, and it is so in every country.

### **FRANCE.**

We began our investigation in Paris, Monday, July 6, arriving in the busy French capital from Berlin the day previous. During our stay in this city we had the benefit of the experience of Mr. J. W. Sullivan, an old member of the Typographical Union of New York City, who was visiting in Paris at the time and who has made some forty trips across the ocean on investigating tours; a writer of note, well informed on labor conditions on both sides of the Atlantic and sound in economic conclusions. He acted as our interpreter, speaking French fluently, and placed us in touch with all necessary sources of information.

We began our investigation at the headquarters of the Tramway Employes' Union in the Bourse du Travail, where we met Secretary H. Guinchard, of the Tramway Union, a forceful character who cheerfully furnished us with all information.

The transportation systems of Paris comprise the underground, surface and omnibus lines. They are all owned and operated by private companies. There are 24,000 men employed on the tramway, underground and omnibus systems—10,000 on the tram or surface railways, 5,000 on the underground, and 9,000 in the omnibus service. The tramway and underground employes are poorly organized, but the omnibus men have a good organization. Wherever organization exists on these systems the men are affiliated with the Transport-workers' Union. Each system has its own local union.

There are three methods of compensating employes on the transportation lines of Paris. Some employes are paid by the month, some by the day and others by the hour. On the surface lines there are five grades of pay for trainmen, as follows:

First class, 200 francs a month.

Second class, 195 francs a month.

Third class, 185 francs a month.

Fourth class, 175 francs a month.

Fifth class, 165 francs a month.

A franc equals 20 cents in United States money. This would make the commencement wage for tram employes in Paris \$33 per month in United States money, and the maximum wage would equal \$40 per month.

Time service as a basis for promotion is not recognized on the trams in Paris. Promotion from a lower to a higher class, which

is the only provision for increased pay, can come only when a vacancy occurs. The advance from low to high wage is thus dependent on men leaving the service in the higher grades. Under this system, if vacancies do not occur in the higher grades, the men lower down have nothing to hope for in the way of wage increase, no matter how many years of service they have given to the company.

The work day on the Paris trams is ten hours and most of the runs are completed within twelve hours. The law provides that tramway men shall be off one day in seven.

The government benefit laws relating to sickness, old age and death do not include the tram employes. Various benefit schemes are promoted by the companies, which operate against organization and to which the employes are required to contribute.

The present wage and working conditions on the tram lines of Paris were established through the efforts of the trade unions in 1910. In this year most of the company franchises expired. The unions took advantage of the situation and demanded conditions for the employes in the new franchise arrangement, the agitation resulting in the appointment of a commission to establish new wage and working conditions. This commission was composed of representatives of the employes' unions, the companies and the municipal government. The decision of the commission was a reduction in working hours from twelve to ten a day, and an average yearly wage increase to trainmen of 460 francs each, or \$92 a year.

In Paris, as elsewhere, we found that the only practical benefits enjoyed by the workers came through the power exerted by their trade unions.

The city of Paris has always been noted for her transportation facilities. As far back as 1662 coaches plied for hire. The omnibus lines of Paris were established in 1827, London following in 1829.

Since 1900 many new electric railways and tramways have been instituted in Paris, particularly the Metropolitan and Nord-Sud underground, a model subway system which is not surpassed anywhere. There is good service on the underground, the cars are clean and comfortable, and the stations are models of artistic design. The interior of the stations is white glazed brick, with the station name in large letters in brick of another color, repeated at intervals on both sides, so there can be no possibility of a passenger making a mistake. The direction notices are very plain and prominent. The stations are kept scrupulously clean. A passenger may transfer from one underground system to the other without extra fare.

On the underground railways of Paris our attention was directed to what is known as the system of travel by eye and not by ear. This system, it is said, originated in Paris. Comprehensive maps of the lines and their connections are so placed in each car that no matter where a passenger is sitting he can grasp them at a glance, and by starting at the station he got on at can follow the whole route of the line without mistake. If a passenger seeks information from the trainman concerning destination or connections the trainman does not talk to the passenger, but simply places his finger on the map and points the station the passenger should get off at.

There is no municipal tram development in France. In 1910 the private companies of Paris were granted a franchise extension by the municipality for a period of fifty years.

Under the law of 1884 trade unions are recognized in France. There is a kind of government supervision, however, over the trade unions. The secretaries of a number of the unions in Paris have

their offices in the Bourse du Travail, a government building devoted to labor organization purposes. During the trade union activities of 1892 the government intervened and closed the Bourse du Travail.

The workers of France, generally, are poorly organized. The tram employes are no exception. They do not seem to realize the necessity of thorough and permanent organization. Wage movements take place and the men flock to organization, but when results are obtained they cease trade union activity and let their organizations lapse. They are slow to contribute financially. They believe in low dues and no dues at all in the majority of instances, and the result is that they are never prepared to carry on a vigorous struggle for betterments.

The French worker seems to believe that some day something will happen that will unite all the workers in one great brotherhood and that the dream of the ages—a Utopian condition—will be established.

A report issued in 1912 by the international secretary of the National Trade Union Centers, comprising the affiliated organizations of Europe, states:

"France is the classical country of decentralization in the trade union movement. There they know only federations, but no central organization as, for instance, among the transport workers, the dockers and the seamen. This form of organization has made the greatest progress among the railway men, but there exists among them several organizations. The Transportworkers' Federation embraces principally the tramway men, cab drivers and motor drivers. The teamsters are mostly organized in the Dockers' Union. This union is trying to form a federation between the unions of dockers, seamen, transportworkers and railway men. These attempts have been in vain up to the present, owing to the resistance of the railway men and the transportworkers. Between the Dockers' Union and the Seamen's Union, however, a so-called inter-federation has been formed."

Some of the union officials of France claim that the government pension system is injuring the trade unions. Many of the workers believe that the government will take care of them and, therefore, they do not need trade unions. As one official put it:

"The French people have a peculiar temperament that is not understood by people of other countries. The workers respond quickly in case of strike, but do not stick closely to their unions and are slow to pay dues. Our union dues are very low in France. We do not believe in political action. We believe that the only road to success is through direct action. Our view of sabotage is very different from that explained by the public press. For instance, in case of a railroad strike, to place an obstruction on the track that would derail a train and cause injury and death to passengers would be criminal and the French trade unions are opposed to this, but to render a locomotive incapable of running, or a tram car incapable of operation, or, in other words, to throw a monkey wrench into the cog, would be legitimate in strikes, but we do not do these things to cause injury or death to passengers."

We informed our enthusiastic French brother that our unions had not reached this height of philosophic development and that such things rarely happened in America, but when they did happen we had no high-sounding name for them.

The steam railroad men of France are all subject to military call. They may be mobilized in case of a railroad strike. The railroad men, however, are exempt from military service in normal times.

There is some co-operative development among the workers of France. The factories and stores of the co-operative societies were doing a business of 3,000,000 francs a year. In their co-operative bank there were deposits of 400,000 francs, on which interest was

paid at the rate of 3 per cent. They owned three factories and had 3,000 distributing societies. The wholesale co-operative society is located at Nantes. Their societies are non-political and separate from the trade union and Socialist movements.

With all the drawbacks that are noticeable in the French labor movement, the workers have made steady gains, all of which have resulted from concentrated action as expressed through their trade unions. Particularly is this true of the tram, underground and omnibus employes, for in the past few years they have become affiliated with one organization where several individual organizations existed heretofore.

### SWITZERLAND.

Completing our work in Paris, we proceeded to Switzerland, the beauty spot of the Continent, arriving in Basle July 11. We were met by Johann Siegenthaler, National President of the Swiss Tramway Employes' Union, who called a special meeting of the tram men to welcome us to their country. We were furnished with an interpreter, a Swiss railway employe who had worked a number of years in Pennsylvania, and we were given a splendid reception.

Basle is located in what is known as German Switzerland, and the German custom, that of song and refreshments interspersed with business, prevails at union meetings. A singing society, composed of members of the union, was in attendance and helped to make the evening one of the most enjoyable of our trip.

There are 41 tram systems in Switzerland, 8 of which are operated by municipalities and 33 by private concerns.

The tram system of Basle is owned and operated by the municipality. The employes are well organized, with 685 members in their union. The commencement wage for tramway men in Basle is 150 francs a month, equal to \$30 of United States money; after 10 years service they receive 210 francs a month, or \$42 in our money.

The work day is 9 hours, completed in 14 to 15 hours.

Men entering the service work three nights a week for three months; after this period they are assigned to work Sundays. They are known as reserve men and when vacancies occur are placed in the regular service.

In matters of grievance the organization at Basle conducts business much on the same order as we do in the United States. Grievances are first submitted by the union committee to the tram officials. If an adjustment cannot be effected, then the union can appeal to the city council, with the right of further appeal to the Legislature.

The last strike of tramway men in Basle occurred in 1905. The employes demanded better conditions through their union and were refused by the municipal authorities. The strike lasted three days, when a settlement was effected through the city council, the employes gaining many concessions.

Our visit to Berne, the capital of Switzerland, was productive of much valuable information on Swiss conditions of labor. Here we met August Huggeler, general secretary of the Swiss trade unions, who showed us every courtesy and acted as our interpreter and guide.

Berne's tram system is municipally owned and operated, and working conditions for employes are somewhat similar to Basle. The wage at Berne for conductors starts at 150 francs a month, or \$30 in United States money, and reaches 220 francs a month, or \$44 of our money, after 10 years' service. The beginning wage for motor-

men is 155 francs a month, equaling \$31, and after 10 years the maximum is 230 francs, or \$46 a month.

The workday in Berne is 9 to 10 hours, completed in 14 to 15 hours. The tram employes of this city are well organized.

While at Berne we took advantage of the opportunity to visit the Swiss National Exposition, which had one of the best transportation displays we have ever seen. There was on exhibition a modern street car, the body of which was made wholly of aluminum and intended for use in the city of Luzerne.

In Switzerland the right of the workers to organize is guaranteed by law. A report of the Swiss Tramway Employees' Union states:

"One rarely hears of the direct oppression of the organization and employers are careful not to oppose, as this would be contrary to the constitution of the Swiss Confederacy."

Yet the employers contrive to keep the men divided through prejudice. There have been many attempts to get the tram employes of Switzerland together into one organization, but so far these have proved futile. In sections of Switzerland the same contrast was noticeable as marks the difference between centralistic Germany and syndicalistic France. In the German cantons of Switzerland organization among the tram men seemed more thorough and systematic and along practical lines. Their dues are comparatively high, benefits fairly good and they guard jealously the improved conditions they have forced through their trade unions. In the French cantons, however, the tram men are poorly organized and there is a woeful lack of interest. With this attitude in evidence, it is but natural that the better conditions should obtain where practical trade union methods are resorted to and the men are active to protect their interests.

On the privately-operated trams in Switzerland the wage paid employes is a trifle less than on the municipal roads. At Geneva, for instance, in the section known as French Switzerland, the wage paid tram men is 6 per cent less than the wage paid in Basle, which is located in the German section. Geneva represents the apathetic, low-due, partially-organized system, while Basle is just the reverse.

There are two national unions of tramway employes in Switzerland, one confined to the German section and the other to the French section. The original union was instituted in 1905 and embraced the tram employes of both sections. In 1907, however, the members in the French localities withdrew and established their own union. The tram workers of the German and French sections differed on policy and form of organization and a division was the result. In the German union there are 2,000 members, and in the French union some 900 members. Both are affiliated with the Swiss Trade Union Federation and also with the International Transportworkers' Federation.

The laws of Switzerland provide for insurance against sickness and death. The managements are compelled to insure employes and pay all premiums. They are required to pay tram employes when sick or disabled a sum equal to at least 80 per cent of the daily earnings. In case of permanent injury the yearly pension amounts to 75 per cent of the wages.

Under the law the maximum consecutive hours of labor cannot be over 11. The unions have succeeded in reducing the work day to 9 and 10 hours. As a report of the union states:

"With the help of their organization, conditions are more favorable in all large concerns than is prescribed by the law. This circumstance has forced the tramway employes' union to press for a revision of the questionable laws and success seems certain."



The Swiss unions were successful in establishing a federal law, which requires that tramway employes be allowed 52 free days in a year, to include at least 12 Sundays, and there must be a holiday of 8 consecutive days each year. On all the tram systems of Switzerland uniforms are furnished employes free, the companies, of course, retaining ownership.

Where the workers are well organized on the Swiss tram systems their unions have forced additional compensation when meals have to be taken away from home. Time worked over the schedule between the hours of 4 a. m. and 10 p. m. is paid at the rate of time and one-quarter and on Sundays time and one-half. This does not apply to men paid by the month, however, unless the total time worked amounts to more than 240 hours.

In some cities married men are paid more than single men and additional compensation is given for each child in the family.

Night work pays additional in some places and is fixed between the hours of 9 p. m. and 4 a. m., when commenced before 4 p. m.

Invariably motormen are paid more than conductors. Tipping conductors prevails in Switzerland, as elsewhere on the Continent, the companies taking advantage of it in reduced pay.

All our information on Switzerland showed that there was no tram system where the maximum pay was reached in less than 10 years.

All men in the tram service must learn to operate both ends of a car.

A singular rule in Switzerland requires tram conductors to serve in the army, while motormen do not have to serve. The reason for this was not explained to us. We were informed that up to three years ago military service was voluntary. Under the new law, however, when a man reaches the age of 21 he must serve ten weeks in the army and thereafter he must give two weeks' service each year for a period of seven years.

There is said to be 92,000 organized workers in Switzerland. The general secretary of the Swiss Trade Unions is paid a salary of 3,900 francs, or \$780 a year. On this he pays to the government an income tax of 200 francs, or \$40 a year.

In the capital of Switzerland we found the cost of rents, clothing, gents' furnishings and shoes very little less than in the cities of the United States.

We were much impressed with the air of freedom everywhere apparent among the workers of Switzerland. They are a healthy, husky, thrifty lot, honest, sincere and hospitable, and their spirit of independence is admirable. Yet in the large cities of the oldest of present-day republics, with democratic methods and law-making in the hands of the people, there is much evidence of poverty. Hovels are the shelter for many of the workers and the living standards are far below what the American worker is accustomed to. The apartment building prevails in the cities of Switzerland, as it does throughout the Continent, with small rooms, poor accommodation and surroundings wholly uninviting. When we asked a union metal worker of Switzerland if he owned his home he laughed and answered, "No: the workers here do not own homes; they never make enough money to buy a home."

We found that where the unions were strong in Switzerland there the best conditions for the workers obtain. The difference

in the condition of the tram employes is the difference reflected in the methods of their local organizations. Where the bona fide trade union policy is adhered to the wage and working conditions of the tramway men are much superior to those localities where men are careless about their union. In this particular the contrast is very plain in Switzerland.

### ITALY.

We finished our investigation in Switzerland, Tuesday, July 21, and proceeded to Italy. We spent a day at Milan, where we found the tramway men in an individual organization, having no connection with the bona fide trade union movement. There are eight street car lines in Milan, all merging into a public square in the heart of the city. The lines are city-owned, but operated by a private company. There are about 2,500 employes, who are pronounced syndicalists and in a secession movement with the tramway men of Naples and Genoa, all of whom have withdrawn from the bona fide Tramway Employes' Union.

We next visited the city of Rome, where we met Guiseppe Saredelli, president of the Tramway Employes' Union and one of the most active factors in the Italian trade union movement. He gathered a committee of tramway men and took us on an inspection tour of all departments of one of the tram systems.

There are four electric tram systems and one steam road doing the transportation business of Rome. One of the tramway systems has been operated by the municipality since 1911 and has 600 employes. The city will assume operation of all tram lines in 1920, when the franchises expire.

On the twenty tram lines of Rome a number of trailers are in use. A conductor is assigned to each car. Tram traffic is exceptionally heavy in this city.

The commencement wage for tram employes in Rome is 3 lire 20 centimes per day. This would represent 64 cents in United States money. After 18 years' service the wage is 4 lire 70 centimes a day, which would amount to 94 cents in our money.

The work day for tram employes is 9 hours, completed in about 13 hours.

The municipal road pays a wage of 10 centimes a day more than the privately-owned roads. Working conditions on the municipal road are about the same as the others. Trainmen on all roads have one free day every 15 days.

The age limit for men entering the service is from 18 to 35 and the height requirement about 5 feet. The physical test is very strict and an applicant must furnish school certificate, with good references.

The tramway employes' organization in Rome has about 4,000 members and is affiliated with the International Transportworkers.

The last strike in Rome occurred in 1910, when an attempt was made to destroy the Tramway Men's Union by discharging their officers. The strike lasted but a few days and was successful, the union officers being restored to their positions and many working conditions improved. Since that time the union has been making steady progress.

The tram employes of Rome live principally in one district, a kind of co-operative settlement where, through their co-operative societies, they live in their own buildings and do their purchasing at their own co-operative stores. The tramway men's co-operative society had just completed the erection of thirteen six-story buildings, containing 800 apartments. Rents in these buildings run as follows:

Two rooms, 25 lire, or \$5 a month.

Three rooms, 31 lire, or \$6.20 a month.

Four rooms, 40 to 50 lire, or \$8 to \$10 a month.

The buildings are tenement style, which prevails on the Continent, and have baths on each floor.

The Tramway Men's Co-operative Society controls fifty stores. All of the unions of Rome control eighty stores.

Probably the most pleasant day and evening of our trip was spent in the city of Rome. The union tramway officials and committee escorted us on a sight-seeing trip through the day and tendered us a banquet at their co-operative colony in the evening. Prior to the banquet they showed us through the co-operative buildings, stores and meeting halls, and in our walk through the streets of the little colony we were cheered on all sides by the men, women and children, who gathered in great numbers to greet their American comrades. There was speech-making at the banquet, the wives of the members participating, and to which we responded through interpreters. The wives of the tramway men selected one of their number to express their good feeling towards us and to tender their kind felicitations to our women folk in America.

Following the banquet a table was placed in the center of one of the streets, around which nearly 1,000 men, women and children gathered, all residents of the colony. Speeches referring to our visit were made by officers of the union, and when President Mahon responded through an interpreter, he was cheered repeatedly. There were cries of "Bravo, Americano," everywhere. The balconies of the buildings were filled with women and children, who joined in the ovation.

It was a great night among the tramway employees and their families in Rome and one of the most pleasant incidents during our trip. We found our comrades in Italy very hospitable and eager to do everything to make our visit a pleasant one. They cheerfully furnished us with all information, accompanied us to the historic ruins which recalled the activities of a virile people two thousand years back, and when we were departing from the spot known in antiquity as the Eternal City and once the metropolis of Europe, a committee of tram men escorted us to the depot and waved fond adieus until our train was lost in the distance. It was with regret that we had to sever our happy associations with these good people so soon.

The city of Naples was the next point visited, where we found the tramway men partially organized and not affiliated with the bona fide union. Their conditions were less favorable than those of the men in Rome, where the union is strong and part of the regular movement.

Naples has twenty-five tram lines, operated by a Belgian Syndicate. The fares are higher than in Rome and the service is probably the worst on the Continent. The people of Naples seem very patient with their tram service. It is an everyday occurrence to find all of the lines tied up through powerhouse trouble and the people seem to accept it as unavoidable. In a two-mile trip on a tram line the power gave out twice and we were obliged to hail a cab to reach our destination on time. Trail cars are also in use in Naples.

The National Tramway Men's Union of Italy was established in May, 1913, at a congress held in Rome. The movement of the tramway men in Italy is retarded by division of effort. There are various

organizations among them. There is a movement on foot, however, to get them together into one national organization.

In Italy we found wide difference of opinion among the workers as to the form and method of organization. Many of the unions have syndicalistic tendencies. Their movements for betterments are spasmodic and without preparation. This applies to the organization of tram employes, as well as other crafts. We found solid material among the tramway men of Rome, however, led by Guisepppe Sardelli, who is a sound trade unionist. It was through his efforts that the National Union of Tramway Employes, affiliated with the bona fide trade union movement of Europe, was established. This movement in Italy showed that real trade union philosophy was gaining a foothold in that country, and prospects looked bright for greater co-operation and progress among the workers of Italy in the future.

Notwithstanding the division of effort among the workers of Italy, the unions have succeeded in influencing legislation favorable to their interests, and have forced increased wages and improved conditions from employers, so that all the betterments that have come to the workers of Italy have been established through organized effort.

### COMMENCEMENT OF WAR.

We were in the city of Berlin at the time that the Archduke Ferdinand of Austria was killed. There were no regrets expressed by the many German workmen with whom we came in contact. War was far from the minds of the German workers at this time.

While gathering information at Naples, unable to speak the language or read the papers and depending upon interpreters for our news, we noticed great excitement among the people. We sought information at the office of Cook & Sons and were told that war had been declared by Germany; that it was liable to involve all of Europe and that the transportation lines had already been affected. This forced us to abandon our plans. We had already arranged with Mr. Gus Fehlinger, of Munich, to assist us in investigating the municipal tram system of that city, and we had planned to inform ourselves on tram conditions in Vienna. All this was abandoned and we purchased tickets direct to London, leaving Naples on the 30th day of July. We encountered many interruptions and much inconvenience on the trip back through Switzerland and France, but managed to land in London on the night of August 1st, none the worse for our unusual and somewhat trying experience.

### LONDON.

Owing to the unsettled condition in London, the clamor for ocean transportation and lack of facilities to meet the demand; the newspaper reports that finances were tied up in the United States, and the lack of accurate information generally, we decided that we could do little in Great Britain in furtherance of our work and proceeded to take advantage of the first opportunity for sailing. War preparations were going on everywhere and the time was most unfavorable for our investigation. Through the trade union officials of London, however, we were placed in touch with many sources of information on the tram situation. Among these were James A. Seddon, president of the British Trade Union Congress Parliamentary Committee; Charles S. Bowerman, secretary of the Parliamentary Committee; Ben Tillett, general secretary of the Dock Workers' Union; W. A. Appleton, secretary of the General Federation of Trade

Unions; Father Hopkins and Secretary Chambers, of the Sailors' Union, and James Sexton, secretary of the Dockers' Union at Liverpool.

All of these men gave us every assistance and Bro. Seddon was delegated to accompany us on our daily tours of investigation.

At the headquarters of the Trade Union Parliamentary Committee we met Mr. W. J. Riddell, who is president of the Tramway & Vehicle Workers' Union. He informed us that there were about 5,000 men on the trams in the city of London and that about 85 per cent of them were organized and members of the union of which he was president.

All the tram lines inside the area of the county of London are owned and operated by the London County Council. Private companies are operating outside this area. The tramway union makes agreements with the London County Council and similar agreements are in force with many of the private companies.

The wage for motormen and conductors in London varies from 5s. to 6s. 6d. per day, which is equivalent to \$1.20 and \$1.56 in United States money. The wage on the municipal lines is slightly higher than on the lines operated by private companies. This would naturally follow, for the private roads are operated outside the county area and in less congested districts.

The workday on the trams in London is from 9 to 10 hours, completed within 15 hours, and the six-day week prevails.

Mr. Riddell took us to the offices of the London Municipal Tram system and introduced us to the manager, who gave us much information. He told us that when the electric motor bus was installed in London that a large number of tram employes left the service to operate buses, for the reason that wages on the bus system were much higher. It is said that 80 per cent of the accepted applicants for positions on the bus system are former tram employes.

The London municipal tram system has lost much financially from competition with the bus system. As a result the tram management has been forced to offer many inducements to attract patronage.

At the time of our visit to London there were some 1,700 tram cars in operation, and about 3,000 motor buses. On both systems the double-deck car is in use. Where the lines compete the fare is about equal on bus and tram, but where there is no competition the bus fare is higher.

In 1913 the London trams carried approximately 523,000,000 passengers. During the same year the motor buses carried 550,000,000 passengers. These figures are based upon the zone system, there being no transfers and the passengers are counted every time they pay fare in a separate zone.

On the municipal trams of London an average speed of more than nine miles an hour has been attained, and this with double-deck cars, which are comparatively slow to load and unload. There was a steady tendency towards higher speed on the tram lines. In a report to the London County Council in 1913 the manager of the municipal trams stated:

"During the year the competition between the council's tramways and motor omnibuses has been very keen. However, the rearrangement and reduction of fares, including the institution of additional return fares, and speeding up of the service has helped the tramways undertaking to recover to some extent its passenger traffic."

Increasing accidents in the streets of London, due to the high speed of motor buses, was the subject of an investigation in 1913 by a parliamentary committee. The number of fatal accidents in the Metropolitan Police area, due to this cause, had multiplied over three-fold in eight years, and the number of injured had doubled in the same period.

The London tram system covers 296 miles of single track, much less than many of our American cities.

The organization of tram men in London takes in all employees in the operating service except mechanics, who belong to their respective trade unions. Since its affiliation with the bona fide trade union movement the tram organization has made considerable progress. The officers of the union take up grievances with the municipal tram management. Failing to secure an adjustment in this way they have the right of appeal to the London County Council.

### CONGRESS POSTPONED.

Prior to our departure from England the British Trade Union Congress, which was due to convene September 7, 1914, and to which President Mahon was elected fraternal delegate, representing the American Federation of Labor, was postponed indefinitely, due to the disturbed conditions produced by the war.

### GLASGOW.

Glasgow, the much-heralded city of municipal enterprise, was originally our objective point for an extensive examination of the public-owned and operated tram system. We had heard much of this system in America, and of its advanced conditions for the workers and our interest was aroused. Taking advantage of the delay in securing steamship reservations, we made a trip to Glasgow and the first disappointment which confronted us was the fact that the tramway men had no union; their union had been destroyed by the municipal management. The methods used to effect this were as ruthless as any employed by private companies anywhere when the crushing of a trade union was the object.

We were met by Mr. H. Lyon, secretary of the Scottish Horse and Motor Drivers' Association, and Mr. G. Carson, another trade union official. Both were ex-councillors, well informed on Glasgow conditions, and particularly with reference to the tram men. They escorted us to the offices of the Glasgow Corporation Tramways, where we were introduced to Mr. James Dalrymple, general manager, who took us on an inspection tour of the system, through the shops, car barns and buildings, and furnished us with reports and much general information.

On the Glasgow system we found that the employees in the various mechanical departments, to the number of about 400, were members of their respective trade unions, and that they were paid the prevailing union scale that was established by their unions with private employers in the city. But when we came to the motormen and conductors, which number 3,012 men, we found no union at all. These employees were organized up to 1911, when they made demands for an increase of pay and shorter hours of labor. This was refused them, and they went on strike. Their strike was fought as viciously by the municipality as it could be by any private employer. The general manager was given absolute power by the City Council to deal with the men in any manner that he saw fit. He succeeded in breaking the strike, and over 400 of the men were victimized and never were

allowed to return to the service. A little later, the City Council conceded that the men's contest for shorter hours and better pay was right, and granted it. The privilege of organization was not restored to the men, however, nor were the 400 victims of the strike returned to their jobs.

In discussing this subject with the manager he said he was absolutely opposed to any union, and that he did not believe any man that worked for a municipality should vote or take any part in the political affairs of the municipality.

On the Glasgow municipal trams the trainmen work a six-day week of 51 hours.

The scale of wages for motormen and conductors is graded, running into the eighth year before men receive the maximum pay. The rates of pay and their equivalent in U. S. money follows:

	Per week.	U. S. money.
First year .....	27s	\$6.48
Second year:		
First six months .....	28s	6.72
Second six months .....	29s	6.96
Third year:		
First six months .....	31s	7.44
Second six months .....	32s	7.68
Fourth year .....	33s	7.92
Fifth year .....	34s	8.16
Sixth year .....	34s	8.16
Seventh year .....	34s	8.16
Thereafter .....	35s	8.40

The wage of other crafts in Glasgow follows:

Carpenters, 21 cents per hour.

Printers, \$9.50 per week.

Teamsters vary from \$6.25 to \$9.25 a week, the hours ranging from 56 to 62½.

Uniforms are furnished trainmen free, the corporation retaining ownership. When leaving the service these must be turned in. If an employe wears out more than the prescribed allowance, he must pay for the extra garments.

On the Glasgow system we found a decided tendency towards paternalism and welfare features, similar to that met with here among companies that use these methods to prevent organization, such as club rooms, concert halls and an employes' restaurant.

The power delegated the manager in the discipline of employes is absolute. He may discharge any employe, we were informed, whose wage is less than \$1,750 a year, and in this, as in most matters, his decision is final.

The discipline is very strict, and the employes are helpless to resist impositions. During our visit we accepted an opportunity to attend a meeting of the City Council, and there we found a trade union councilman contending for the rights of the tram men. But he was give little consideration, for the tram men were not in position to help themselves or to lend support to this councilman; they had lost their union and had been unable to overcome the power of suppression which had prevented them from again taking their place with the free and unionized workers of that city.

One of the most rigid physical tests known to the business is required of applicants on this system, more exacting than for military service.

Glasgow and suburbs have more than a million population, with 134 miles of street car tracks. Cities with one-fourth the population



in this country carry much more trackage. The fares on the Glasgow system vary from 1 cent to 14 cents, according to distance. The average ride for 1 cent is 1.15 miles, and so on up to the 14-cent fare, when the average ride is 14.48 miles. Fares are collected on the zone system. When a passenger rides from one zone into another he pays an additional fare. Of a total of 336,654,624 cash fares realized by the Glasgow Corporation last year, 211,462,484, or 62.81 per cent, represented 1-cent fares. This showing is held to be proof that the public is enjoying cheap fares. This claim is not correct, for the Glasgow, like all other European systems, municipal and private, does not issue transfers, and a passenger may ride on several lines to reach his destination and have to pay an additional fare on each. On every line he is a cash passenger and helps swell the total of class of fare he happens to pay. So that the so-called cheap fare of Glasgow, as of Europe generally, is not so cheap when the small distance it covers is considered, and certainly not cheap when compared with the buying power of the workers as reflected in the impossible wage they receive.

### IRELAND.

Had our original plans not been shattered by the war, the last two weeks of our European visit would have been spent in Ireland. We had intended to rest from our labors among the hills and valleys so entrancingly pictured to us these many years by our Irish brothers. Ireland has no municipal trams, yet we were anxious to make some examination of the Dublin system for the purpose of comparison. We were obliged to forego this trip, however, and the best that was offered us was a view of the Irish coast from the steamship on our return.

### CONCLUSION.

While the war prevented us from making the thorough investigation we had planned, yet much of our work was covered when the mad struggle commenced. We went into this investigation with our minds open to receive the facts and to report them as we found them.

In no country we visited are the street railway employes as well organized or enjoying as much freedom as the members of the Amalgamated Association on this continent. We say this without taking away any of the credit that is due the organizations of Europe, for the street railway men of those countries have had a hard and bitter struggle to perpetuate organization; yet the fact stands that the development in Europe in this respect is twenty years behind this country.

The same can be said of the tram systems of Europe. They are not to be compared with the street railway systems of the United States. Throughout Continental Europe and the United Kingdom, in the most thickly populated centers, the street railway service is inferior to ours in many respects. In the Continental cities the track mileage is much less than in the cities of the United States. This contributes to density of traffic and profitable operation. The same is true of the United Kingdom, whose total street railway trackage is about 3,600 miles, as against more than 40,000 miles operated in the United States.

The commercial spirit is as strong on the tram systems of Europe, private and municipal, as in this country. Every betterment demanded by the workers that means added expense is as strongly contested there as here, and it makes no difference whether it is on a private or municipal system. In the case of Glasgow, which is set

up as the model municipal system of the world, we found the question of organization treated as tyrannically as anything presented on antagonistic private systems of this country. The reasonable conclusion is that to establish and maintain freedom for the workers the trade union is as necessary on the municipal as on the private system.

The graded scale, the instrument through which the street railway employes are robbed of just compensation, prevails everywhere on the tram systems of Europe. In Germany we found grades extending over a period of 31 years, and this on the municipal systems of Munich. In Paris there is no limit to the time period in which tram employes will receive the maximum pay, for this depends wholly on vacancies in the various classes. In Switzerland the least period is 10 years, and in Rome, Italy, it covers 18 years. The Glasgow system requires 8 years before the maximum pay is reached.

Everywhere on the Continent the pay of the conductor is less than the motormen, yet both must know how to operate either end of the car. This has encouraged the degrading practice of tipping conductors, the passengers contributing to their pay instead of the company, and this, too, prevails on municipal as well as private systems.

The practice of imposing fines on employes and forcing payment for damage to equipment, deducting from their wages therefor, is most prevalent in Germany.

The zone fare system of Europe is, in our opinion, a burden on the people, and all things equal is more costly than our American system. Cheap fares on the zone system prove dear fares to the worker if he has to ride any considerable distance or take intersecting lines, for each zone entered means an additional fare, and there are no transfers on European systems. Zone fares and inadequate wages force the workers of Europe to live close to the workshop, mill and factory. It is rare to find a European worker who can afford to live in suburb or country, miles away from his work, as is frequently the case here. The rate of fare for long distance makes it prohibitive, and the wage will not warrant the expenditure. Thus the zone fare system contributes to congestion and compels the workers to live in the most uninviting districts. It retards suburban development and adds to the rents of the workers, who not only have to suffer the inconvenience of small living quarters, but are denied sunlight and sanitary surroundings as well.

None of the European systems has a night car service, such as we have in our big cities. Nor have they an interurban electric service, that has contributed so much to the development of our rural districts and brought the consumer and producer in close relation.

With all the claim for legislative enactments helpful to the workers, municipal utility enterprise and co-operative development, we found the living standards of the workers of Europe, tram as well as others, far below the average of the workers of America.

There is a vast difference between the wages paid the street railway men of this country and the tramway men of Europe. The most conservative average will show the men in this country to be receiving double the wage of their European brothers. And this increase is equally true when viewed in the light of the purchasing power of a dollar.

Our investigation showed that wherever the tram workers of Europe enjoyed advanced wage and labor conditions, their trade unions were responsible for them. Where the trade unions are active

there the best results obtain, and whether dealing with a municipality or a private company the employes have found it necessary to maintain their unions to establish and protect their conditions.

In conclusion, we wish to express our deep appreciation of the opportunity to examine the conditions surrounding our comrades in Europe. Several conventions of this association have instructed the International President to make this investigation, but his labors in behalf of the Association prevented compliance until this opportunity was presented. The trip was highly instructive, and the information gained has not only proved beneficial to our Association so far, but will reflect greater benefit to our members in helping to direct wisely the course of our Association in the future.

Fraternally submitted,

W. D. MAHON,

L. D. BLAND,

Committee.

The Committee on President's Report by Com. Ch. Sheehan announced that it was prepared to submit a report.

#### Report of Committee on President's Report.

The Chair declared in order the report of the Committee on President's Report.

The Committee on President's Report by Committee's Secretary, Patrick F. Sheehan, submitted its report as follows:

Rochester, N. Y., Sept. 15, 1915.

To the Officers and Delegates of the 14th Convention:

We, your Committee appointed on President's report beg leave to submit the following:

In our work we were impressed by the magnitude of the report, the great amount of work done, not alone the increase in wages, the shortening of the hours of toil, the reinstatement of suspended and discharged members, but when we take into consideration the vast amount of money paid to our membership in sickness, accident, death, disability or old age, it must be gratifying to you as well as the President and your committee and a staggering blow to those who oppose our organization and say we are organized for but one purpose.

In the consideration of the report, while the matters contained in the same to the bottom of the first column page 6, required no action on our part, we ask that each delegate give it careful consideration.

Beginning at the bottom of page 6 (see page 13), first column, "Officers' Visits to Local Divisions," namely:

"Our policy and laws only contemplate the sending of International Officers to assist Local Divisions when conditions have got beyond the power of the Local Officers to handle and adjust. To carry out the policy now desired by some of the Local Divisions would require a change in our financial system. We would have to raise our dues and our per capita tax to meet this condition of affairs, or else go into financial bankruptcy; and I would recommend that this Conven-

tion make this fact plain to the Local Divisions; that it is the duty of their officers and committees to handle and adjust all local grievances and complaints; and I would further recommend that there be adopted and added to the By-Laws governing Local Divisions, a Section to be known as Section 10, on page 63 of the Constitution, and to read as follows:

#### Conducting the Affairs of the Division.

"Section 10. The officers and Executive Board of the Local Division shall direct and handle the affairs of the Division subject to the laws and rules of this Association and in conformity with the instructions of the Division. They shall handle all grievances and complaints of their membership and take up all disputes between themselves and the company, with the proper officials of the company and seek to adjust the same. Where agreements provide for arbitration, they shall see that the arbitrators are appointed, and conduct the arbitration in accordance with the laws of the Association and the instructions of their Division. It shall be their duty to at all times report all of their acts and doings to the meetings of the Division and be subject to and carry out all the instructions of the same. International Officers will only be called for and sent to advise and assist Local Divisions when cases arise which cannot be adjusted or arbitrated by the officers and Executive Board of the Local Division, or under the provisions of Sections 107 and 108 of the General Constitution and Laws of the Association. Divisions requesting the advice and assistance of an International Officer on local disputes between their members, or on questions and grievances arising under their agreements with the company, shall write or wire full particulars of the case to the International President before an officer can or will be sent. If it is the advice of the International President that the local officers should proceed and attempt to adjust the case before an International Officer is sent, they shall

carry out his instructions in regard to the same, keeping him fully informed of the situation."

"We heartily agree with the recommendation of the President and recommend that Section 10 as recommended by him be accepted and adopted."

Moved by Delegate Burdick, Division No. 618, and second by Delegate T. A. Burns, that the recommendations of the committee be concurred in.

The Secretary: "I would suggest that it has been the course that where the President's Report refers to anything pertaining to the laws that it is referred to the Law Committee."

Secretary Sheehan: "At the last convention the question was asked why we burdened the Law Committee with these matters when they already had so much to do. In every instance where the International President presented for consideration an entire section we felt we could properly bring it before this convention for consideration and take that amount of work off the Law Committee. Any matters that were not outlined entirely, or that we felt discussion would arise over, we referred to the Committee on Laws."

Delegate Mills, Division No. 241, opposed reference of the recommendation of the Committee.

Delegate McGrath, Division No. 168, asked if the Secretary contemplated referring the whole report to the Committee on Laws without further action by the Convention.

The Secretary replied that the suggestion was to refer to the Committee on Laws those features of the President's report bearing upon amendments to the Constitution.

Upon vote of the convention the motion to concur in the recommendation of the committee was carried.

Secretary Sheehan: "The committee reports upon the following portion of the section of the President's report under the caption 'Wages.' (See page 13.)"

"I am not submitting any table of wages with this report because of the fact that I printed at the close of last year a history of the wages of this Association, giving the wage at the time the Divisions were formed and the wage prevailing at the time the report was printed and I have a copy which will be given to each delegate at this Convention. I think it best to publish a bulletin for distribution to the Local Divisions on the first of each year, giving the wage prevailing throughout the entire Association so that the Divisions will have the wages then prevailing to assist them in making their contracts during the year, and I would recommend that this Convention instruct the President to issue a bulletin to the Local Divisions on the first of January of each year giving the prevailing wage throughout the Association."

"In the report of the General Executive Board there will be a tabulated table showing what the increase in wages to the As-

sociation have been for the past two (2) years and a general report upon the subject and I will, therefore, not touch upon the wages further in my report."

"We concur in the recommendation of the President and recommend that he be so instructed."

Moved by Delegate Sturtz, and seconded by Delegate Allen, that the recommendation of the committee be concurred in. Carried.

### "Hours of Labor."

Secretary Sheehan: "On page 7 (see page 14) the report of the President reads:

"The one portion of our membership who now enjoy the regular runs and work the short work day are indifferent about the conditions of the men who do work the long hours. They seem to forget that they once were confronted with these same conditions and that it was due to the struggle of their Organization in the past that they are now enjoying the shorter hours of labor, and that to obtain these conditions men before them had to make efforts and great sacrifices in order to secure these conditions that they are now enjoying. Then, there is another class of men who are always looking for the opportunity to work long hours in order to satisfy their greed. They are willing, for the pay for a few extra hours of labor, to sacrifice the conditions of all. They don't seem to realize that men working at this nerve-racking occupation seven (7) days in the week, 365 days a year, will soon destroy their health, and in a few years will put themselves in a condition that they will not be able to work at all, but such are the facts, and I repeat that these men are doing as much, if not more, to defeat our efforts to establish a humane work day for this occupation. The result of their work was clearly demonstrated during the last year when we were struggling before the different Legislatures in our efforts to secure laws regulating our hours of labor and to reduce these inhuman conditions. These same members were passing resolutions and sending petitions appealing to the Legislatures to defeat our measures and thereby continue the long hours of servitude to this occupation. As to these men, I have no recommendations to make. I pity their stupidity and ignorance. It has been said that the negro slave on the cotton field was satisfied with his slavery and would never have rebelled to overthrow it, but the man who had tasted and knew what freedom and liberty meant would not stand for his enslavement any longer, realizing that so long as slavery existed it endangered the liberty of every man and woman, and it is the same thing with our struggle for the shorter hours of toil. The men and women who realize that the shorter hours of labor mean more prosperity, more happiness, more joy and education, a better man and womanhood, and more liberty, will have to continue the struggle, and not only free themselves from

is condition but free those who are too blind to appreciate and know the facts, and my recommendation is that we continue our efforts in the future as we have in the past, seeking through every agreement, by arbitration, and through legislation, to reduce the hours of labor until we have placed the men and women following this occupation upon the same hours of labor as those enjoyed by our fellow workers in the other occupations, trades and callings."

"While the President made no recommendation we heartily agree with the sentiments expressed by him, and recommend that in drawing agreements in the future the International and Local officers strive to secure a clause prohibiting any man from selecting or operating more hours than is in the scheduled run till all regular or extra men are supplied."

Moved by Delegate O'Brien, Division No. 240, and seconded by Delegate McGrath, Division No. 85, that the recommendation of the committee be concurred in. Carried.

#### Agreements.

Secretary Sheehan: "While this matter (page 8 of the President's report) contains no recommendation from the President, we feel the wonderful success in the number gained, from 22 in 1901 to 204 in 1915, is a tribute to his ability as a leader."

#### Arbitration.

The secretary of the committee read the following portion of the report of the President, under the above caption:

"Our laws covering arbitration specify that in cases where it is necessary to go to arbitration that we shall prepare the propositions of arbitration defining the points in dispute and the basis upon which they shall be arbitrated. It is a matter of following out our laws,—and I should recommend that our laws upon arbitration remain as now provided in our constitution and that our officers be instructed that where they are dealing with agreements and wage disputes, and important matters of this kind where they cannot reach an adjustment without going to arbitration, that they shall follow the provisions of the constitution and draft out their agreements upon arbitration and in these arbitration agreements specify the points to be arbitrated, how the arbitrators shall be appointed and if they think best in any of our arbitrations, specify that the third arbitrator shall be appointed first and by the parties directly interested. Then, define the time that each party shall have in presenting its case and the time for the final award—and specify that no subject but that specified in the arbitration agreement submitted shall be touched upon or considered, and that if such subjects are touched upon and awards made upon them, it will make the whole arbitration award void and not binding upon the parties. If these provisions are carried out, I think that our arbitration will work satisfactorily and give us the means that we have always had of adjust-

ing our disputes in a peaceful and satisfactory manner."

Secretary Sheehan: "While the recommendation is to allow the laws on arbitration to remain as at present, and feeling that there may be some resolution in regard to the same, and as we are not in a position to give a hearing on them, we recommend that it be referred to the Committee on Laws."

The Chair: "If there are no objections it will be so referred."

The section was duly referred to the Committee on Laws.

#### Strikes and Lockouts.

Secretary Sheehan: "The entire matter on page 11 and to the top of page 17 is a statement of facts and requires no action on our part, but shows the determination and success of our organization in the face of all opposition."

#### Death, Disability and Old Age Claims.

(Page 17 to bottom of first column, page 20.) (See page 25.)

"While this carried no recommendation from the President, and while we regret that death, disability and old age has touched so many of our brothers, we are proud of the fact that our Association was prepared to meet them, for, after all, that is the only earthly comfort we can give, and we desire to compliment the President and the membership in general, not alone for being able to meet all these claims, but for the present standing of the fund, and recommend that the Local Divisions give more careful consideration to Section 84. And further recommend that all the delegates to this convention make a special effort when they return to their homes to get this matter before the local unions and have the same published in the local press if possible."

Delegate Rea, Division No. 268, asked if it would be necessary to make the recommendation part of the constitution.

The chair stated the report was merely a recommendation to the local divisions to be careful in carrying out the law, that it did not change any law.

Moved by Delegate Rea, and seconded, by Delegate Sturtz, that the recommendation of the committee be concurred in. Carried.

#### Bonding of Officers.

Secretary Sheehan: (Page 20 of President's report.) (See page 29.)

"The first part of this is a statement showing the growth and success of this department, and after carefully considering the entire matter and weighing the study and work given to this matter by the International President, make the following recommendations: That Section 149 to be changed to read:

"Section 149. In order to establish a safe and sound bonding arrangement by which bonds can be issued to all of the financial officers of local divisions of this Association and the finances of the local divisions placed under an auditing supervision that will guarantee and protect all the funds of the

local division, this Association does hereby establish this Bonding Indemnity Department as a part of the Association and through which all financial officers of the local divisions of the Amalgamated Association of Street and Electric Railway Employees of America shall be bonded."

"Your committee concurs in the recommendation of the President and recommends its adoption."

Moved by Delegate Bruce and seconded by Delegate Marsh, that the recommendation of the committee be concurred in. Carried.

Secretary Sheehan: "On page 21 of the President's report, the President recommends that "Section 150 be changed to read as follows: (See page 29.)

"Section 150. All financial officers of the various local Divisions shall file their applications and secure their bonds upon the commencement of their term of office, as these By-laws require, and all moneys received from the bonding of officers shall be kept in a separate fund for the purpose of protecting the local Divisions against defalcations of financial officers, and for the payment of such indemnities as may come due under the arrangements of this department. Fees for all bonds shall be paid to the International Association through the International President and held the same as other funds of the Association. This fund shall be under the direction of the General Executive Board, in like manner with the other funds of the Association, with the understanding that this fund is to be used only for the payment of indemnities that may fall due under the provisions of this Indemnity Department, as provided for in this Constitution and General Laws, with the exception as hereinafter provided. The General Executive Board is empowered to borrow money from the general fund to assist this fund at any time it may become necessary. After a fund is established sufficient to protect the bonded interests of the local Divisions, the General Executive Board shall, from time to time, transfer profits, if there be any, from this fund to the fund of the Department of Death, Disability and Old Age Benefits of this Association. From the Indemnity Fund shall be paid all expenses in connection with the operation of the Bonding Indemnity Department, including printing, clerk hire and all legal expenses in connection with the said department."

"We concur in this report of the President and recommend its adoption."

Moved by Delegate Linck, Division No. 382, and seconded by Delegate Keane, Division No. 308, that the recommendation of the committee be concurred in. Carried.

The time for adjournment having arrived the further report of the committee was deferred to the morning session.

#### Introduction of Resolutions.

The Chair declared in order the introduction of resolutions.

The following resolutions were introduced and referred to the proper committees:

Resolution by Delegate H. R. Weller, Division No. 272, Youngstown, O., and C. C. Coulthard, Division No. 89, New Castle, Pa., identified as Resolution No. 43, as follows:

WHEREAS, In several states there has been formed Prohibition Associations and Anti-Prohibition Associations;

WHEREAS, From time to time these different associations asked for the indorsement of local divisions, and

WHEREAS, This great question causes dissension and ill-feeling among the members of local divisions, therefore be it

RESOLVED, That the following provisions be inserted in our laws to read as follows: That no indorsement can be given any Prohibition association or Anti-Prohibition association for political purposes by any local division of the A. A. S. of E. E. of A.

Referred to Committee on Resolutions.

Resolution by Delegate A. E. Jones, Division No. 627, identified as Resolution No. 44, as follows:

WHEREAS, The report of our Honorable President brings to light some facts regarding shortage and defalcation in division associations, and

WHEREAS, The usual custom of depending entirely upon the report of committees selected from among the membership of local divisions to determine the financial standing of such local divisions does not prove satisfactory; therefore, be it

RESOLVED, That we the delegates regularly assembled adopt as the future policy of the A. A. of S. & E. R. E. of A. a system whereby competent auditors shall be employed for the purpose of auditing the accounts of local divisions at least once a year, making all reports to the International President immediately upon completion of same.

Referred to Committee on President's Report.

Resolution by Delegate Samuel H. Everett, Division No. 269, Danbury, Conn., identified as Resolution No. 45, as follows:

WHEREAS, There are in all Local Divisions such members that do not obey the laws of the Association and violate their obligations and abuse the officers, etc.; therefore, be it

RESOLVED, That there be inserted in our laws to govern Local Divisions, a section to be known as Section No. 13, to read as follows:

"Local Divisions shall have power and authority to fine members for violation of their obligations, general laws and local laws of this Association, providing such local laws are in accordance with Section 38 of the General Laws.

Referred to Committee on Law.

Resolution by Delegate Samuel H. Everett, Division No. 269, Danbury, Conn., identified as Resolution No. 46, as follows:

WHEREAS, There are in all Local Divisions such members that do not obey the laws of the Association, and violate their

obligations, and abuse the officers, etc., therefore be it

**RESOLVED**, That our obligations be amended to read as follows:

"In the presence of the members (or member) assembled, I solemnly promise and pledge my sacred word of honor, that, without any reservation or evasion, I will support the Constitution and Laws of this Amalgamated Association of Street and Electric Railway Employees of America; that I will keep myself in good standing by the paying of all dues, fines and assessments that the Constitution and Laws of this Association require; that I will solicit and encourage my fellow-workers to become members of the same.

"I further promise and pledge that I will not take the place of any member of this organization, or any other union worker who may be on strike, or is locked out, and that I will work to promote and advance the best interests of this Association on all occasions; that I will not allow matters of a political difference to interfere with the discharge of my duties to this Association; that I will not reveal any of the private business of this Association to any one not entitled to know the same; that I will not countenance or join in slander or abuse of the officers or members of this Association; that I will report to the duly authorized officers, or to the meetings of this association, any false or slanderous stories that may be circulated to the injury of the officers or members of this Association. I also promise that I will not knowingly wrong a member, or see one wronged, without giving him due notice, if in my power so to do; that I will never appeal to any civic authority in matters pertaining to this Association until I have exhausted all the means of redress provided by the laws of this Association; that I will keep inviolate the traditional principles of the American laborer; to be respectful in word and action to every woman, and be considerate to the widow and orphan, the weak and defenseless, and never discriminate against a fellow worker on account of creed, color or nationality.

"I further promise to do all in my power to promote the cause of trade unionism and defend freedom of thought and trade union principles, whether expressed by tongue or pen, with all the power at my command. This obligation I take upon my honor, as a man, and solemnly promise to keep the same as long as life remains.

Referred to Committee on Ritual.

Resolution by Delegate Samuel H. Everett, Division No. 269, Danbury, Conn., identified as Resolution No. 47, as follows:

**WHEREAS**, There are in all Local Divisions such members that do not obey the laws of the Association, and violate their obligations, and abuse the officers, etc.; therefore, be it

**RESOLVED**, That Sections 78, 79 and 80, as recommended by our International President at this Convention, be amended to read as follows:

"Section 78. All dues, fines and assessments of the members of this Association are due and payable on the first day of each month for that month, and all moneys owed the Association by a member shall be considered as dues, and come under the same terms for collection of dues, without other arrangements are made. They must be paid by the fifteenth of the month in order to continue the member in good standing. The member, on paying his dues, shall receive from the financial secretary a working card as a receipt, which is evidence of his standing in the Local Division. A member in arrears for his dues, fines and assessments after the fifteenth day of the month, is not in good standing and not entitled to sick, death, disability or old age benefits, or to the protection of the Association in any manner whatsoever, and where a member allows his arrearage in dues, fines and assessments to run into the second month before paying the same, he shall be debarred from benefits for one month after payment. Where a member allows his arrearage for dues, fines and assessments to run over the thirtieth day of the second month without payment, he does thereby suspend himself from membership in this Association. Where agreements provide that members must be in continuous good financial standing, the member in arrears one month may be suspended from membership and removed from employment, in compliance with the terms of the agreement.

"Section 79. The Financial Secretary at the last meeting in each month, shall read out the names of all members in arrears for dues, fines and assessments, and where the arrearage of any member has reached the thirtieth day of the second month, he shall be reported to the Division as having suspended himself from membership for the non-payment of dues. The financial secretary shall then report this member to the general office for suspension, and the general office shall record the member as having suspended himself from membership in the Association for non-payment of dues, and drop his name from the rolls, except where members are suspended in compliance with the terms of agreements and, in such cases, the members may be reported by the financial secretary after the period of one month, and be dropped from the rolls of membership as having refused to pay dues.

"Section 80. A member who has suspended himself for the non-payment of dues, and desires reinstatement into the Association within six months after he became in arrears, may do so, providing he is in sound health and there are no other charges against him but that of being suspended for the non-payment of dues, by applying to the financial secretary of the local division and pay up all his arrearage, and, paying in addition, seventy-five cents a month for each month that he has been in arrears, as a reinstatement fee. The financial secretary, when reporting this member

to the general office for reinstatement, shall forward all per capita tax and assessments which are due the general association on the member, and in addition, he shall forward fifty cents a month for each month that the member was suspended, as shown by the books of the local division, as a reinstatement fee; the additional twenty-five cents a month of the reinstatement fee to go into the treasury of the local division. If the local division so desires, they can remit this twenty-five cents a month to the member, this being optional with the division. All reinstatement fees shall go into the death, disability and old age benefit fund. Upon the receipt of all back per capita tax and assessments, and fifty cents a month reinstatement fee at the general office, the member's name will be restored to the division's membership roll, and the member reinstated and placed in continuous good standing in the association, according to the conditions of his membership prior to the time of his suspension. A suspended member being in arrears for dues, fines and assessments for over six months, cannot reinstate himself into membership. If he desires to again join the association, he will do so subject to such penalties as the local division may determine upon, but he must come in and be enrolled as a new member.

Referred to Committee on Law.

Resolution by Delegate Thos. Hatch, Division No. 164, Wilkes-Barre, Pa., identified as Resolution No. 48, as follows:

Changing of the following Section No. 80 of the Constitution.

"Section 80. A member retiring from street and electric railway service shall have the right to retain his membership and be entitled to all benefits and privileges of this Association, as provided in the constitution of the same, providing that he does not enter employment that is detrimental to the Association's interest," etc., to read:

"Section 80. A member retiring from street and electric railway service shall have the right to retain his membership and be entitled to all benefits and privileges of this Association, as provided in the Constitution of the same, providing that he does not enter employment that is detrimental to the Association's interest, namely the following employment which would be considered detrimental to the Association's interest. Coal mines, miner or laborer, inside engineer (Hoisting), electric motor engineer, brakeman and others; electric light company's linemen, trimmers (lamp), trouble man, and others."

Referred to Committee on Law.

Resolution by Delegate Myles P. Callahan and Maurice Lynch, Division No. 241, Chicago, Ill., identified as Resolution No. 49, as follows:

RESOLVED, That it is the sense of the delegates assembled at this, our 14th biennial convention, that we are opposed to all goods made in penal institutions or reformatories coming in competition with that of

free labor and we urge all our members under our jurisdiction to use their best efforts to abolish same and urge our members from purchasing such goods.

Referred to Committee on Resolutions.

Resolution by Delegates Myles P. Callahan and Maurice Lynch, Division No. 241, identified as Resolution No. 50, as follows:

RESOLVED, That it is the advice of this convention to all locals within our jurisdiction to give preference hereafter to a demand for an (8) eight hour day and that it be an instruction to the incoming officers in negotiating agreements to make every effort in their power with the assent of the local involved to secure the insertion of an (8) eight hour clause in all future agreements.

Referred to Committee on Resolutions.

Resolution by Delegates Myles P. Callahan and Thomas J. Brosnan, Division No. 241, Chicago, Ill., identified as Resolution No. 51, as follows:

RESOLVED, That we earnestly recommend of all members of this association, when purchasing goods of whatever kind to carefully discriminate between those made by union labor as against those made by non-union labor work and in all cases to give the preference to union-made and urge their friends to do likewise.

Referred to Committee on Resolutions.

Resolution by Delegates Myles P. Callahan and Jos. P. Riordan, Division No. 241, Chicago, Ill., identified as Resolution No. 52, as follows:

RESOLVED, That this 14th Biennial Convention of A. A. of S. & E. Ry Employees of America place itself on record as favoring state or national legislation which will prescribe reasonable and proper limitations for the use of the injunction in labor disputes and advise every local within our jurisdiction and every member thereof to use all legitimate means to secure the enactment of such legislation.

Referred to Committee on Resolutions.

Resolution by Delegate C. McDaniel, Division 577, identified as Resolution No. 53, as follows:

WHEREAS, In the south there are but few organizations spreading the education of organization for the expansion of our occupation, and

WHEREAS, The existence of those organized are continually threatened by the lack of organization of our craft in the southland, and

WHEREAS, The low wages and long hours of street car men in the south is shown by the wage scale tabulated by this organization are a hinderance to the advancement of all other sections, therefore be it

RESOLVED, That the A. A. of S. & E. R. E. of A. make special effort to further organization in the south.

Referred to Committee on Resolutions.



Resolution by Delegate George A. McMeniman, Division No. 589, identified as Resolution No. 54, as follows:

**RESOLVED**, That Section 70, of the general Laws, relating to "Trials, Appeals and Grievances," be amended by substituting the following paragraph for paragraph 5 of this section:

"When the trial board reach a decision they shall notify the President and Executive Board of said decision and the Executive Board may, if they deem necessary, call a special meeting of the local division and the trial board shall report its findings and they shall be acted upon as provided in Sec. 69. If the Executive Board decide to have these findings reported at the first regular meeting of the local division these findings shall be presented as the first business of the session, and acted upon as provided in Sec. 69.

Referred to Committee on Law.

Resolution by Delegate Patrick O'Neil, Division No. 589, identified as Resolution No. 55, as follows:

To amend Section 137 to read as follows:

"Any person who has been a member in good standing in the association for five years, and who may be employed or engaged in the sale of intoxicating drinks can remain a member of this association by paying all dues and assessments to the local division, but while holding such position he shall not attend the meeting of the division.

Referred to Committee on Law.

Resolution by Delegate Matthew J. Higgins, Division No. 589, Boston, Mass., identified as Resolution No. 56, as follows:

Amend Section 57 by adding after the word "require" on page 20, sixth line, the following:

"This, however, is optional with the local division."

Referred to Committee on Law.

Resolution by Delegates J. J. O'Sullivan, W. F. Ebner, D. Archibald and John J. O'Dea, Division No. 282, Rochester, N. Y., identified as Resolution No. 57, as follows:

**WHEREAS**, Owing to the great increase of short runs, known as the "Tripper" runs, and which are now in operation on the various Railway Systems; therefore be it

**RESOLVED**, That the delegates to this, the 14th Bi-ennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America, go on record as instructing our local divisions that in the making of new agreements, or the renewal of such, that a special effort be made to care for this situation by the establishing of a minimum wage for such runs.

Referred to Committee on Resolutions.

Resolution by Delegates J. B. Wiley, Division No. 441, and A. G. Schenck, Division No. 441, identified as Resolution No. 58, as follows:

**WHEREAS**, The principles of organized labor are to secure a short work day, and

**WHEREAS**, There are members of local divisions who, because of personal greed, are opposed to an eight hour day; therefore be it

**RESOLVED**, That there be a provision in our laws governing local divisions, instructing local officers, when possible, to secure the eight hour day.

Referred to Committee on Law.

Resolution by Delegates A. G. Schenck and J. B. Wiley, Division No. 441, identified as Resolution No. 59, as follows:

**RESOLVED**, That Section No. 88 be amended by inserting the following, after the word "Companies," in the sixth line thereof:

"Except that paid city firemen shall be allowed benefits when the cause of the death or disability cannot be traced to the occupation."

Referred to Committee on Law.

Resolution by Delegates J. B. Wiley and A. G. Schenck, Division No. 441, identified as Resolution No. 60, as follows:

**WHEREAS**, It is a well known fact that the National Guards are being used for the purpose of assisting the employers in disrupting labor organizations, and

**WHEREAS**, The Boy Scout Organization is used as a kindergarten to the National Guards, and

**WHEREAS**, We do not believe it to be the desire of our members to educate our sons to shoot down members of organized labor, their wives and children, in times of trouble, and

**WHEREAS**, We believe the most feasible way to discourage our sons in the "Boy Scout" movement would be to organize juvenile organizations of the various locals of our Association, for the purpose of educating them in union principles; therefore be it

**RESOLVED**, That we enact a law which will prohibit our members from becoming members of the National Guards of any state unless such state shall first enact a law which will prohibit the use of the national guards in labor disputes, and that the laws further provide that the local divisions may organize juvenile locals, provided that all members of the same shall be the sons of members of this association.

Referred to Committee on Law.

Resolution by Delegates J. B. Wiley and A. G. Schenck, Division No. 441, identified as Resolution No. 61, as follows:

**WHEREAS**, The street railway companies of the various states are making a special effort to secure the enactment of Public Utility Laws, which as proposed are detrimental to organized labor, and

**WHEREAS**, These proposed laws are generally drawn in such manner as to confuse and to appear not to be detrimental or in other words contain "jokers"; therefore, be it

**RESOLVED**, That the General Executive Board be instructed to investigate the various Public Utility Laws now in existence and that they prepare blank utility bills embodying protective features to be used as a guide by local officers and state legislative committees.

Referred to Committee on Resolutions.

Resolution by Cleveland Delegation, identified as Resolution No. 62, as follows:

**WHEREAS**, The Cleveland plan of operating the street railway system has been heralded to the world as the most perfect and best plan that can be inaugurated between the municipality and the company for the operation of a street railway, and

**WHEREAS**, under the present operation of the street railways in the city of Cleveland where the conditions as affecting motormen and conductors are the most obnoxious of any now prevailing in the United States, the motormen and conductors having to work under a system covering anywhere from twelve to eighteen hours' continuous time each day in order to receive a compensation of from three to ten hours' pay per day, therefore be it

**RESOLVED**, That the General Executive Board of this Association are hereby instructed to make a thorough investigation of the Cleveland plan of operation, both as to its bearings upon the public and the conditions of the employees, and to report the same through the "Motorman & Conductor" and the "Union Leader," our official journals, to the public and the membership of this association, and further be it

**RESOLVED**, That the Executive Board are hereby instructed after making this investigation to take up with the company and the city, or such other authority as there may be in connection with this matter, and attempt to adjust and establish more satisfactory working conditions for the motormen and conductors of this city.

Referred to Committee on Resolutions.

Resolution by Delegate Andrew Frank O'Meara, Division No. 425, Hartford, Conn., identified as Resolution No. 63, as follows:

Be it **RESOLVED**, That the following paragraph be inserted in section 23 of the constitution and general laws:

#### Duties of International President.

He (the International President) shall see that an international officer or member of General Executive Board shall be in attendance at one regular or special meeting of each local division during each fiscal year of the association.

Referred to Committee on Law.

Resolution by Delegate J. H. Veblacher, Division No. 624, identified as Resolution No. 64, as follows:

Be it **RESOLVED**, That a new section be added to the constitution which shall read as follows:

"Any division of this association which has a membership of 1,000 or over on

the month prior to election of officers shall elect their officers for a period of two years. This to take effect January first, nineteen hundred and sixteen."

Referred to Committee on Law.

Resolution by Delegate R. C. Bronson, Division No. 623, identified as Resolution No. 65, as follows:

**RESOLVED**, That an additional clause be added to the Constitution which shall read as follows:

"All International Executive Board Members shall be continuously employed throughout their term of office; but given a vacation with pay at the discretion of the International President.

Referred to Committee on Law.

Resolution by Detroit Delegates, Division No. 26, identified as Resolution No. 66, as follows:

Division No. 26, Detroit, Mich., does hereby appeal from the decision of the G. E. B. in the Michael Murphy case and ask this convention to give this matter careful consideration.

Referred to Committee on Appeals from Decisions of the G. E. B.

Resolution by Delegates P. J. Murphy, Thomas F. Shine, M. J. Walsh and Thomas G. Doyle, Division No. 589, Boston, identified as Resolution No. 67, as follows:

Amend Section 4, page 20, by adding the following at the end of section:

"To make our organization a representative one by having such of its members as are eligible, become naturalized citizens of the United States of America."

Referred to Committee on Resolutions.

Resolution by Delegate M. C. O'Brien, Division No. 241, identified as Resolution No. 68, as follows:

**RESOLVED**, That Local Divisions having a membership of (6,000) six thousand or more shall elect their executive board for a term of (2) two years; members so elected shall constitute the regular accredited delegates to the international convention.

Referred to Committee on Law.

Resolution by Delegate S. J. Allen, Division No. 589, Shreveport, La., identified as Resolution No. 69, as follows:

**WHEREAS**, There has never been any international provision made to care for sick members, and believing that the time has arrived when it is necessary that some such international provision should be made in order to care for members on the sick list, owing to the fact that there are members who can not and do not have and enjoy such protection locally, and believing that such protection could better be provided for through an international provision; therefore be it

**RESOLVED**, That the Amalgamated Association of Street and Electric Railway Employees of America in this convention

assembled hereby provide for an international hospital fund by increasing the monthly dues per member, (said increase-ment of dues amount, etc., to be determined by the convention); and be it further

**RESOLVED**, That said fund be governed and handled by the international organization according to provisions and regulations made by the international convention assembled.

Referred to Committee on Law.

**Resolution by Delegates Matthew J. Higgins and Mathias J. Nesdale**, Division No. 589, Boston, Mass., identified as Resolution No. 70, as follows:

**WHEREAS**, Our International President has pointed out in his report the splendid service rendered to this association by the Union Leader in Chicago in strengthening and solidifying the large local there, and

**WHEREAS**, The Boston division has a membership of over 8,000 extended over 12 different cities or towns, many of whom find it absolutely impossible to attend a meeting, be it

**RESOLVED**, That the G. E. B. at its next regular meeting after this convention investigate and consider the advisability of a local paper for Division No. 589 on the plan of the Union Leader of Chicago.

Referred to Committee on Resolutions.

**Resolution by Delegates Matthias J. Nesdale and Matthew J. Higgins**, Division No. 589, Boston, Mass., identified as Resolution No. 71, as follows:

Amend Section 141 of the Constitution by striking out the word "three" in the 8th and 12th lines and inserting in its place the word "two."

Referred to Committee on Law.

**Resolution by Delegate Wm. T. Sharp**, Division No. 589, Boston, Mass., identified as Resolution No. 72, as follows:

Amend Section 95, second paragraph, page 35, to read: "Neither does it interfere with the right of any member to make a will or testament, provided said will or testament embraces as beneficiaries any or all of the relations specified in this section."

Referred to Committee on Law.

**Resolution by Delegate T. A. Burns**, Division No. 589, Boston, Mass., identified as Resolution No. 73, as follows:

Amend Section 57 of the Constitution and general laws by striking out the remainder of the Section after the word "again" in the 13th line, and add the following:

"In cases where members are temporarily promoted to official positions they shall not hold such temporary positions for a longer period than 16 days without taking out a withdrawal card from the division and while members are filling temporary positions as officials of the company they shall not attend the meetings or hold office in the local division.

Referred to Committee on Law.

**Resolution by Delegates Edward J. O'Rourke and John E. McFarland**, Division No. 589, identified as Resolution No. 74, as follows:

Amend Section 95 as follows:

In the first paragraph on the first line after the third and eighth words add the words "or widower;" on the third line after the second word add the words "or widower;" in the second paragraph on the first line after the fifth word add the words "or widower." So as the first two paragraphs read as follows:

"1. To the widow or widower of the deceased, such widow or widower to receive any and all balance due upon said benefit. The widow or widower shall be the sole beneficiary subject to the provisions of Section 94.

"2. There being no surviving widow or widower, payment shall be made to the lineal heirs who are the children and grandchildren of the deceased, share and share alike."

Referred to Committee on Law.

**Resolution by Delegate Edward O'Rourke**, Division No. 589, identified as Resolution No. 75, as follows:

**WHEREAS**, A very large percentage of the membership of this Association die with tuberculosis and other lingering diseases, and

**WHEREAS**, A large number of our members are crippled by accidents in their occupation, so as to be unable to perform any further labor, and

**WHEREAS**, A sister union, namely the International Typographical Union, maintains a home for the caring of such unfortunate members, and

**WHEREAS**, This home has shown in its 23 years of existence that it has been a wonderful benefit to its members and has been maintained by the members of that union at a very low rate per member, therefore be it

**RESOLVED**, That a Committee of three be appointed by the International President to act in conjunction with himself, to thoroughly investigate the advisability and feasibility of this Association establishing such a home for invalid, aged and infirm members of our Association, and report to the next Convention of this Association.

Referred to Committee on Resolutions.

**Resolution by Delegate Matthias J. Nesdale and Matthew J. Higgins**, Division No. 589, Boston, Mass., identified as Resolution No. 76, as follows:

**WHEREAS**, The International President in his report has called our attention to the beneficent results secured by legislation in many of the states and provinces, and

**WHEREAS**, He has recommended that we continue our efforts along this line, and

**WHEREAS**, Legislation favorable to our interests can only be obtained where our members are known to be influential owing to the possession and exercise of the franchise in the interest of their supporters and to the detriment of their opponents, be it

**RESOLVED**, That this convention goes on record as directing all local divisions to ascertain who of their membership are non-citizens and voters and to take such steps as may be necessary to have such become voters just as soon as they are eligible, and be it further

**RESOLVED**, That section 56 be amended by adding: "He shall if not a registered voter in the district in which the local exists agree in writing to become so within one year of being eligible.

Referred to Committee on Resolutions.

Resolution by Delegates John D. Rudge and William F. Wallace, Division No. 589, Boston, identified as Resolution No. 77, as follows:

**WHEREAS**, It would seem that the abolishment of piecework on the miscellaneous departments of our organization is not likely to be accomplished by means of arbitration, and

**WHEREAS**, Said piecework is detrimental to men so engaged and opposed to all the best traditions of unionism; therefore, be it

**RESOLVED**, That this convention go on record as being opposed to piecework being considered as a subject for arbitration, and demand its unconditional abolishment.

Referred to Committee on Resolutions.

Resolution by Delegate George A. McMenimen, Division No. 589, Boston, Mass., identified as Resolution No. 78, as follows:

**RESOLVED**, That Section 32 of the general laws relating to the election of officers be amended by adding the following paragraph at the end of Section 32:

"When the local division primaries and election takes place under the Australian ballot and either one or both of the successful candidates at the primaries for any office shall be declared disqualified, either by the Local Division officers or the International officers, for election by reason of violation of any Local Division or International law relating to the election of officers the candidate or candidates standing next highest on the ballot at the primaries shall be placed on the ballot for election. In case there is no other candidate or not enough of such candidates eligible, the Executive Board of the Local Division may have the election for the filling of such office or offices take place at a regular meeting of the Local Division, or by special election under the Australian ballot, as they may consider will be most practical and fair to all.

Referred to Committee on Law.

At 5 o'clock p. m. the convention was adjourned to 9 o'clock a. m., Thursday, September 16th.

W. D. MAHON, Chairman.  
Per R. L. REEVES, Sec'y.

#### Fourth Day—Morning Session.

Thursday, September 16, 1915.

The morning session of the Fourth Day was called to order at 9 o'clock a. m., Thursday, September 16th, International President W. D. Mahon in the Chair.

The Chair declared in order continuance of the Report of the Committee on President's Report.

**Report of Committee on President's Report.**  
Secretary Sheehan of the Committee continued the report, as follows:

Secretary Sheehan: "Page 20 (see page 28), President's Report, reads:

"During the past term I have received thirty (30) appeals from the members of the various Local Divisions. In the consideration of these appeals I have sustained the Division in twenty-five (25) cases and in five (5) I have reversed the decision of the Divisions and upheld the appeals. One (1) appeal was received in which two Divisions appealed for a ruling to settle the question of seniority of their membership over certain lines. The members of Division No. 125, Belleville, Ill., appealed against the infringement of their seniority rights by the members of Division No. 236, Alton, Ill.

"In following out the laws I have referred all these appeals to the General Executive Board for their approval or disapproval.

"Upon the question of appeals I would again call the attention of local divisions to the necessity of following more closely the laws upon this subject. I would also request of the individual members that before submitting their appeals to the International Office that they have a frank discussion with the Executive Board of their Division. If this was done many of the appeals which reach the General Office could be adjusted by the local divisions without ever being referred or appealed.

"We concur in the request of the President and recommend its adoption."

Moved and seconded by Delegates Goldwater and Allen that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 21, column 1: (See page 29, column 2.)

"Section 152 be changed to read as follows:

"Section 152. The bonds granted under these provisions shall be made in the name of the A. A. of S. & E. R. E. of A. and payable to the local division of which the officer or officers are members, and each officer's application shall be made and executed separately and the bond issued to the local division for the same. All bonds will be issued to expire at 12 o'clock noon on January fifteenth (15th) of each year. This is done to give ample time for newly elected officers to be provided with bonds for the current year. In case of a vacancy in any office for which a bond has been secured, the bond shall be transferred to the officer taking his place without any additional cost to the division. When such transfers are to be made, the Recording Secretary of the division shall notify the General Office and ask for an application for transfer of bond and also for a new application for bond to be filled out by the new officer. These blanks shall be properly filled out and returned to the General Office, when a new bond will be

issued and forwarded to the division for the new officer, but before this bond can be transferred it is necessary for the local division to have an audit of the retiring officer's accounts made and the audit reported to the General Office on the regular audit report blanks, showing that the accounts of the retiring officer have been found correct."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Ebner and seconded by Delegate Archibald that the recommendation of the committee be concurred in. Carried.

Secretary Sheehan read the following portion of the President's Report, page 21, column 2: (See page 30, column 2.)

"New section to be added to be known as Section 154, the same to read as follows:

"Section 154. The Board of Auditors to audit the books, bills and accounts of the financial officers of the local division shall consist of three (3) members, who shall either be elected or appointed by the President of the Division. Their term of office shall be for the same period as the other officers of the Division, and any auditor neglecting his duties and failing to attend one audit without satisfactory excuse shall be removed and another member appointed in his place. Divisions that desire may employ chartered accountants to audit their books, bills and accounts, and when such chartered accountants are employed they shall take the place and do the work as specified for and by the Board of Auditors. The Auditing Board shall the first of each quarter, as defined in Section 155 of these laws, take up and completely audit the accounts of each financial officer of the Division and fill out the regular report blanks of the Association, deliver same to the Recording Secretary and make a proper report to the Division by the tenth (10th) day of the month. If the auditors find any shortage, discrepancies, or irregularities in the books of the financial officers they shall report the same at once to the members of the Division and the Recording Secretary shall make a report of the same to the General Office of the Association, and any neglect of this upon the part of the Auditors shall subject them to censure and removal from office."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate M. C. O'Brien and seconded by Delegate Black that the recommendation of the Committee be referred to the Committee on Laws. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 21, second column: (See page 30, column 1.)

"Section 154 to become Section 155, and to be changed to read as follows:

"Section 155. The Local Division, at the end of each three (3) months, shall have an audit made of the books and bills of the

Financial Secretary and Treasurer. The auditing committee shall inspect and audit the books of the dues collectors and report upon them. Dues collectors must square all accounts with the Financial Secretary on or before the thirtieth (30th) day of each month, and their books must show the same. The Auditors' report then must be filled out upon the regular blanks which will be supplied from the General Office, and forwarded to the International President. The report shall be countersigned by the President and Recording Secretary of the Division. This report will specify the amount of moneys on hand at the end of the last audit, moneys received for dues, assessments, initiations, and from all other sources during the period, also expenditures for enrollment fees, per capita tax, supplies to the General Office and amount expended for other purposes, and a letter from the bank in which the Division's funds are deposited, stating the amount on deposit, with the number of members initiated and suspended, as the blank requires. The auditing quarter shall end with the last day in March, June, September and December, and the audit must be made and reported to the General Office by the fifteenth (15th) day of the following month. Divisions not reporting by that date will be sent the following notice by registered letter, addressed to the President and Recording Secretary:

"I take this means of informing you that audit report of your Division for the quarter ending.....has not been received as the laws of the Association require. You are aware that Section 155 of the Constitution and General Laws specifies this report must be filed on or before the 15th of..... You yet have until the 30th of.....to comply. If your report is not received by that date, your bonds will thereby be cancelled, as these laws provide.

"This is the only notice necessary. If this notice is not responded to and the audit report sent by the thirtieth (30th) day of the month, as specified, the bonds are hereby annulled and the Division will not be entitled to or paid any indemnity under the same. After the bonds of a Local Division have been annulled the Division may have them renewed if they make application within three (3) months and send in the additional reports covering the period not reported for, providing there is no financial shortage of any of the bonded officers and that the reports are correct, by paying a reinstatement fee of twenty-five cents (25c) on the dollar for each dollar the original bonds cost when issued to the Division. After the period of three (3) months has elapsed annulled bonds will not be renewed, and the Division in order to secure bonds for officers will have to make a new application and pay the full amount of the cost of the bonds as specified for new bonds in these laws."

Secretary Sheehan: "We concur in the

recommendation of the President and recommend its adoption."

Moved by Delegate Breen, seconded by Delegate Ward that the recommendation of the Committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 22, column 1: (See page 30, column 2.)

"Section 155 in Constitution to become Section 156, and to be changed to read as follows:

"Section 156. In case of the defalcation or shortage of any officer bonded under the provisions of these laws, it is the duty of the Local Division to at once have an audit of the officer's accounts made and to notify the International President, giving him full information as to the amount of the shortage, officer's name and conditions of the case. The officers of the Local Division will carry out the instructions of the International President as soon as received and at his request, or at the request of any International Officer sent to handle the case, they will swear out warrants for the arrest of the defaulting officer, or officers, and assist in the prosecution in every way possible, the Bonding Department to meet and pay all the legal expenses in connection with the prosecution and handling of the case."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Ferguson and seconded by Delegate Black that the recommendation of the Committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 22, column 2:

"New section to be added to be known as Section 157, the same to be as follows:

"Section 157. It is the duty of the President, Recording Secretary and Executive Board of the Local Division to see that the auditors of the Division properly perform their duties and that there is an audit made of the accounts of the financial officers of the Division each quarter, as the laws provide, and that the reports on the regular quarterly audit blanks of the Association are made out and signed by the auditors and a copy of the same placed in the hands of the Recording Secretary, whose duty it is to forward the same to the General Office each quarter. Any neglect on the part of the above officers to carry out the laws as this section requires may cause the annulling of the bonds and the loss of indemnity to the Division."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Sturtz and seconded by Delegate O'Sullivan that the recommendation of the Committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 22, column 2: (See page 31, column 1.)

"Section 156 in the Constitution to become Section 158.

"Section 157 to become Section 159, and to be changed to read as follows:

"Section 159. The Recording Secretary of the Local Division shall before the commencement of each term write to the International Office and secure a sufficient number of blank applications for bonds for each of the financial officers of his Division, and he shall call to the attention of the President and Executive Board and see that they properly fill out and forward these applications with the necessary funds to cover the cost of the same to the International Office and that when the bonds are returned to the Division they are properly and safely filed away in a secure place in order to properly protect the Division against any financial loss from neglect or defalcation of its officers."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate M. J. O'Brien and seconded by Delegate Broderick that the recommendation of the Committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 22, column 2: (See page 31, column 1.)

"New section to be added to be known as Section 160, to read as follows:

"Section 160. The cost of bonds for one year to Local Divisions is as follows:

Amount of bond.	Cost.
\$100.00 .....	\$1.25
\$200.00 .....	2.00
\$300.00 .....	2.75
\$400.00 .....	3.50
\$500.00 .....	4.00

"Fifty cents (50c) per hundred for each additional one hundred dollars up to \$20,000.00.

"Bonds issued at any time during the period from January 1 to July 1 will be paid for at the rate of premium for one year; bonds issued after July 1 for the remaining six months, or less than a year, shall be issued at one-half the specified premium charged for one year."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Sturtz, seconded by Delegate Black that the recommendation of the Committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 22, column 2: (See page 31, column 1.)

"New section to be added, to be known as Section 161, the same to read as follows:

"Section 161. All funds of the local Divisions shall be deposited in a bank, or banks, that the local Division may select; the funds to be placed in the name of the Association, only to be drawn out upon drafts signed jointly by the Treasurer, the Recording Secretary and President of the Division."

Secretary Sheehan: "We concur in the recommendation of the President, but recommend that the words 'jointly' and 'Recording Secretary and President' be stricken out, so that it will read:

"All funds of the Local Divisions shall

deposited in a bank, or banks, that the Local Division may select; the funds to be placed in the name of the Association, only be drawn out upon drafts signed by the treasurer of the Division."

Moved by Delegate Winfield, seconded by Delegate Archibald, that the recommendation of the committee be concurred in.

The Chair: "Many of our Divisions' by-laws now provide that the money can only be drawn from the treasury upon a check bearing the signatures of two and in some cases three officers. This wipes all that out and leaves it in the hands of the treasurer."

Secretary Sheehan, of the Committee, called attention to the inconveniences that could be caused to small Local Divisions if three officers were required to sign the checks; holding that in the case of Locals that maintain relief features payment would be delayed and the beneficiaries inconvenienced by inability to secure the signatures of three officers within a reasonable time.

Delegate Breen moved as an amendment, seconded by Delegate Dailey, that the recommendation of the President, be substituted for the recommendation of the committee.

Delegate McGrath, Division No. 168, as a member of the Committee on President's report, opposed the amendment and supported the recommendation of the committee. He stated that large Divisions that were able to maintain the officers named on permanent salary would not be inconvenienced, but small and isolated Local Divisions would be by the adoption of the report of the President.

Delegate Lynch, Division No. 241, moved as an amendment to the amendment, seconded by Delegate Slater, Division No. 308, that it be left optional with the Local Divisions as to the men who shall sign the checks, but that no checks shall be issued without the signatures of three officers of the Division.

Delegate O'Brien, Division No. 241, supported the recommendation of the President.

Upon vote of the convention the amendment to the amendment was carried.

The Chair: "The amendment to the amendment is carried, and therefore takes the place of the amendment. The vote comes now on the section as amended."

Upon vote of the convention the section as amended was adopted.

The Secretary of the Committee read the following portion of the report of the President, page 23, column 1: (See page 31, column 2.)

"A new section to be added, to be known as Section 162 to read as follows:

"Section 162. The International President has the authority and right at any time he feels that the financial affairs of any Division are not properly being handled to in person, or through a deputy, make an investigation, and to appoint a special auditor or accountant to go over the books and accounts of the financial officers of the Division

and to make a report on the same. Should he find after this investigation that there are discrepancies or that the books are not properly handled or kept, or that there is a shortage of any kind, he shall notify the Division and request that the books and accounts of the Division shall be placed in proper shape and properly handled and taken care of, and, if necessary, ask for the removal of such financial officer. In case of such request being made upon the Local Division and they refuse to comply with his instructions, he shall have the authority and the right to at once annul the bonds of said Division and report the facts to the General Executive Board of the Association."

#### Laws.

"During the past terms we have carefully watched the workings of our laws and noted the sections that have been defective and those that have not been clear or properly understood by the officers and members of the Local Divisions, and I am hereby bringing those parts of the laws up for your consideration and making recommendations that will, in my opinion, clarify them and place them in proper shape for the guidance of our Association in the future.

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate McLain, seconded by Delegate Brannigan, that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 23, column 1: (See page 31, column 2.)

#### International Vice-Presidents.

"Our laws covering the duties of International Vice-Presidents do not specify any rate of wages for this line of officers, which has led to some misunderstanding in the past, and I would recommend that the section be amended to read as follows:

"Section 25. It shall be the duty of the International Vice-Presidents, when requested to do so, to render such assistance as within their power in assisting the International President in conducting the work of the Association. They shall receive as a compensation for their work \$6.00 a day, and when called out upon the road to do work away from their homes they shall receive an extra compensation of \$3.00 a day for hotel expenses. In addition, they shall be allowed their railroad and traveling expenses. It shall be the duty of Vice-Presidents when working under the instructions of the International President, to fill out the report blanks that are required of the Executive Board members and other officers of the Association."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Winfield and seconded by Delegate Broderick that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 23, columns 1 and 2: (See page 31, column 2.)

### By-Laws.

"In order to make the laws clear and specific, and prevent misunderstandings as to Local By-Laws, I would recommend that Section 38 be amended and changed to read as follows:

"Section 38. The by-laws and rules of Local Divisions shall be read at two regular meetings of the Division before adoption, and they shall be adopted by a two-thirds vote of the membership voting; and after adoption by the Local Division they shall be forwarded to the International President for approval before going into effect. Any provisions of law in local by-laws that conflict with the general laws of the Association as specified by the General Constitution of the same are void."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Smyth, seconded by Delegate Jepson, that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 23, column 2: (See page 32, column 1.)

### Per Capita Tax.

"During the past term we have had misunderstandings with some of the Division financial secretaries as to the interpretation of the laws providing for the payment of per capita tax. The secretaries have taken the position that under the strict interpretation of Section 54 of the General Laws that they had until the tenth day of the fourth month before it was necessary for them to pay their per capita tax to the International Association. This has led to confusion and trouble both to the Local Division and the General Office. The intent of this law has been understood by the majority of the financial secretaries, and yet as printed it is not clear and that has led to the confusion and misunderstanding that has arisen during the term, and in order that there may be no misunderstanding in the future, I would recommend that the laws governing the payment of per capita tax as provided from Section 52 to and including Section 55 be rearranged and revised as follows:

### Per Capita Tax.

"Section 52. The L. T., through the financial secretary of the L. D., shall send per capita tax and moneys owed for enrollment and supplied to the I. P. on the first of each month for the month preceding. Moneys owed the Association for enrollment and supplies shall be considered the same as per capita tax, and the Division failing to pay them shall be subject to the same penalties as are provided for the non-payment of per capita tax."

Secretary Sheehan: "We concur in the recommendation and recommend that it be adopted."

Moved by Delegate Ebner and seconded by Delegate Archibald that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 23, column 2: (See page 32, column 1.)

"Section 53. Special assessments when levied by the Association will be sent to the I. P. made out separately upon the regular monthly report blanks and specifying that the report is for the special assessment."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Ford and seconded by Delegate Tuero that the recommendation of the committee be concurred in. Carried.

The Secretary of the committee read the following portion of the President's report, page 23, column 2: (See page 32, column 1.)

"Section 54. Upon a Division of this Association becoming two (2) months or over in arrears for per capita tax, or enrollment, or supplies, the I. P. shall send a registered letter to the financial secretary and one to the president of the L. D. notifying them of the Division's arrearage, and it shall be the duty of the local president upon receipt of this letter to notify the membership of the Division of their arrearage to the General Organization, and this shall be considered proper notification of the Division's arrearage and no other notice is necessary."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Burns, Division No. 589, seconded by Delegate Brennen that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 24, column 2: (See page 32, column 2.)

"Section 55. Any L. D. three (3) months or over in arrears to the A. A. of S. & E. R. E. of A. for per capita tax, or enrollment, or supplies, shall be declared in bad standing and the membership of the Division will not be entitled to Strike, Lockout, Funeral, Disability or Old Age Benefits, or any other benefits provided for in this Constitution and By-Laws, and if the Division does not pay up all of its arrearages on or before the tenth day of the fourth month it does thereby suspend itself and the membership enrolled under the Division from any further membership in this Association, and in case of reinstatement of the Division and its membership after such suspension, the members will commence as new members in the Association."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."



Moved by Delegate Littell and seconded by Delegate Winfield that the recommendation of the committee be concurred in.

Delegate Mills stated that the penalty was too severe, and that every man with a valid working card should be eligible for benefits.

The Chair stated the matter was difficult to handle without a penalty attached; that a great deal of trouble was experienced in the last term to get secretaries of Divisions to make reports; that in some cases the membership did not know of the delay of the secretaries in making reports, but under the proposed law notification is sent to the president in two months, and if there is a recording secretary he will be notified.

Delegate Mills stated that the explanation of the Chair was sufficient, and he would withdraw his objection to the proposed section.

Delegate Smyth: "Would not a member who has his dues paid up be able to continue by sending his dues to the International office?"

The Chair: "He would."

Upon vote of the convention the Littell motion to concur carried.

The Secretary of the Committee read the following portion of the President's report, page 24, column 1: (See page 32, column 2.)

"Section 56. The money for per capita tax, enrollment and supplies shall be held as a standing appropriation and an order for the same shall be signed by the president and secretary without a vote of the L. D. No per capita tax cards shall be returned to the General Office. The loss for neglecting to report members suspended, withdrawn, or out of the Division, shall be borne by the L. D."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Lynch and seconded by Delegate Brannigan that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 24, column 1: (See page 32, column 2.)

"Section 57. All Constitutions, badges and other supplies shall be furnished by the International Office and forwarded to the Local Divisions in good standing when ordered by the same, the same to be paid with the monthly reports, and Divisions failing to pay for their supplies will be subject to the same penalties as provided for the non-payment of per capita tax."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Sturtz and seconded by Delegate McLean that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the report of the President, page 24, column 1: (See page 32, column 2.)

### Members of Disbanded Unions.

"Section 45, which provides for the members of disbanded Divisions being transferred to the membership at large, is not clear and definite, and I would recommend that that section be amended and changed to read as follows:

"Section 45. The members in good standing of a lapsed or disbanded Division who desire to retain their membership in the Association may do so by writing the General Office, giving name and address and requesting that their membership be transferred to the membership of the Association at large, as provided in Section 135 of this Constitution. Upon such notice being received at the General Office the members will be transferred and in the future they will pay their dues and come under the provisions of the law providing for membership at large, and remain under that provision until their Division has been reorganized or a new one established, or until they enter employment on lines where there is an established Division of the Association that they can be transferred to."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Breen and seconded by Delegate Lowery, Division No. 241, that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 24, column 1: (See page 32, column 2.)

### Date of Membership.

Section 48, which provides for the date of entering and enrolling new members on the books of the Association, is not clear, and as written has caused more or less confusion, and I would recommend that the section be amended to read as follows:

"Section 48. Monthly dues shall be charged on the books of the L. D. for each member from the first day of each month. Members joining the Association during the month will be entered as members and charged dues as follows: Members joining up to and including the twentieth day of the month shall pay the regular dues for that month and be entered on the books of the L. D. and sent for enrollment to the General Office dating the first day of that month, their membership in the future to date from the date of enrollment. Members joining after the twentieth day of the month will be entered on the books of the L. D. and sent for enrollment as having joined on the first day of the coming month, and they will commence the payment of their dues, and their membership will date from that date."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Winfield and seconded by Delegate Breen that the recommendation of the committee be concurred in.

Delegate Lynch requested information as to the date at which the section would apply.

The Chair: "It applies to the date of his joining the organization. It is to make the law clear. The laws say that a member coming in up to the 20th of the month shall pay his dues for that month. Therefore he will be given the benefit of having gone in on the first of the month, because he has paid for that month. A man going in after the 20th of the month does not pay dues until the first of the next month. In determining the question of a man's standing in the organization it clearly defines it, so you will know when his benefits begin."

Upon vote of the Convention the motion to concur in the committee's report carried.

The Secretary of the Committee read the following portion of the President's report, page 24, column 2: (See page 33, column 1.)

"The Qualification of Membership as provided for in Section 56, is not entirely clear, and Section 57 is confusing upon the point of withdrawal cards for members who have taken official positions and contains some provisions that were made by the last Convention which expired on January 31, 1914, and in order to make these laws conform to the policy of the Association, I would recommend that the two sections be revised to read as follows:

#### Qualification of Members.

"Section 56. The membership of this Association shall be composed of street and electric railway employees. A candidate to be admitted to membership in any L. D. of the A. A. of S. & E. R. E. of A. must be of good moral character, in good and sound health, and a competent workman in his line of work. He must be working at the occupation in some capacity in which he is eligible to membership at the time he applies and is initiated into membership in the Association."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Reilly, Division No. 623, and seconded by Delegate Hoover, that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 24, column 2: (See page 33, column 1.)

"Section 57. No manager, superintendent, foreman, or other officer of a street and electric railway, having the working rules and regulations of the company to enforce over the employees can become a member of this Association. Where members of this Association are appointed to such official positions as above described, they shall withdraw from membership in the Association by taking out a withdrawal card; the said withdrawn member becoming subject to the laws as provided for withdrawn members in this Constitution. Where members of this Association in good standing are appointed to such minor positions as starter, dispatcher, time-keeper, inspector, streetman, or barn, shop and track fore-

manahip, working with their fellow workers, and having not the power of discipline, in the way of hiring, suspending, or discharging employees, they may retain their membership in this Association by paying their dues and keeping themselves in good standing as the laws of the Association require, but, while holding such positions, they shall not attend the meetings of the Division or participate in or take part in the work of the Association insofar as its negotiations or dealings with the company are concerned. Any violation of this provision by members holding these minor positions shall subject them to suspension from the Association by the L. D."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Sharp, seconded by Delegate Sturtz that the section be referred to the Committee on Law.

Delegate O'Brien moved as an amendment that the recommendation of the Committee be adopted.

The Chair: "The motion before the house is to refer. Until that is disposed of I would rule that we cannot take up the adoption or rejection of the Committee's report."

Delegate Davies opposed referring to the law committee, stating that he did not think any committee could recommend anything better than the section under consideration.

Delegate Shine, Division No. 589, favored reference to the Law Committee. He stated he felt there were too many men appointed to the positions of starters, inspectors and street men for the good of the organization, as they had the indirect power of discipline by making reports of which the men know nothing.

Delegate Mills, Chicago, favored reference to the Law Committee.

Delegate Sharpe and Delegate Shine supported the motion to refer to the Committee on Law.

Upon vote of the convention the motion to refer to the Law Committee carried.

The Secretary of the Committee read the following portion of the report of the President, page 25, column 1: (See page 33, column 2.)

#### Admission of Members.

Sections 63, 64 and 65, upon the admission of new members, are not clear and do not properly specify how members shall be admitted. I, therefore, would recommend that these three sections be stricken out and the following two sections inserted to take their places:

#### Admission of Members.

"Section 63. Any street and electric railway employee who desires to become a member of any L. D. of the A. A. of S. & E. R. E. of A. must fill out the regular application blank, giving name in full, age, address, state what he is employed at, and sign the same. The application must be presented with full initiation fee and be certified to by two members in good standing as to the applicant's fitness to become a member."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Kerrigan and seconded by Delegate Summers that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 25, column 1: (See page 33, column 2.)

"Section 64. Every candidate proposed for membership must be waited upon by a committee of three members, who shall examine into his qualifications and also examine into the conditions of his health. They must be satisfied that the applicant is in sound health and not liable to become a burden upon the Association before recommending him to the Division. In case there is any doubt after the investigation as to the applicant's health, they shall report this matter to the Division and a physician's certificate specifying as to the condition of the applicant's health shall be secured, and he must be shown to be in sound health before he can be admitted to membership. The committee may report at the same meeting in which the candidate is proposed for membership, providing they find him in sound health and qualified under the laws of the Association to become a member.

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Coldwater and seconded by Delegate Giellis that the recommendation of the committee be concurred in.

Delegate O'Sullivan spoke of the difficulty of carrying out the provision in a city where there were a number of barns, and asked if it were adopted would it be necessary to have the applicant in the meeting.

The Chair: "The recommendation is the same as the law that has existed for some years, but there is some clarifying of the law. There are some changes to protect the members. If the Local feels a man is liable to be a charge on the organization the committee can investigate and get a certificate in regard to his health.

Moved by Delegate Wylie, as an amendment, and seconded by Delegate Black, that the section read:

"That in the event the examining physician finds the applicant is not in the physical condition he should be, he be required to sign a waiver of the benefits of the organization until such time as he can pass the examination."

Delegate O'Dea spoke in support of the original recommendation, as it would protect the organization from men becoming members who in a short time would be a burden upon the organization.

Upon vote of the convention the Wylie amendment was lost and the motion to adopt the recommendation of the committee, carried.

The Secretary of the Committee read the following portion of the President's report, page 25, column 1: (See page 33, column 2.)

#### Dues, Suspensions and Reinstatements.

"Sections 78 and 79, which cover the payment of dues, assessments and suspensions, as now written are confusing and have been the source of much misunderstanding and dissatisfaction during the past term. First, that portion of these laws which provides for the reporting of delinquent members to the General Office for suspension, is confusing. Some secretaries report members at the end of one month, for suspension, and this is one month earlier than the laws provide. During the month this member will pay and in the next month the secretary will report him in good standing. The record of each member in the General Office is kept upon a card, and in order to properly preserve these records they must be written in ink. Now, when the report of suspension comes in and the General Office suspends a member it is so recorded on the card. If, on the next month, he is reported in good standing this record has to be erased, or the card destroyed and a new one made. This causes a great amount of unnecessary work and confusion and does the member an injustice by suspending him contrary to our laws, and it is a work that is unnecessary if the laws were clear and followed by the financial secretaries upon this point. No member should be suspended until he has constitutionally suspended himself. Some locals claim they do this because of the per capita tax. This point cannot be considered. It is a part of the system of our Association, and in order to do justice to our membership the law should be clearly carried out. Again, the laws do not have any specific arrangement for the reinstatement of members who are suspended, and in that I consider them weak and confusing both to the General Office and the Local Divisions, and in the draft that I am hereby submitting I have provided how a member shall pay his dues and assessments, and when he shall be suspended and how he can be reinstated, and I would recommend that Sections 78 and 79 be stricken out and the following three sections substituted for these two:

#### Dues, Suspensions and Reinstatements.

"Section 78. All dues and assessments of the members of this Association are due and payable on the first day of each month for that month, and all moneys owed the Association by a member shall be considered as dues and come under the same terms for collection of dues, without other arrangements are made. They must be paid by the fifteenth of the month in order to continue the member in good standing. The member, on paying his dues, shall receive from the F. S. a working card as a receipt, which is evidence of his standing in the L. D. A member in arrears for his dues and assessments after the fifteenth day of the month is not in good standing and not entitled to sick, death, disability, or old age benefits, or to the protection of the Association in any manner whatsoever, and where a member allows his arrearage in dues and assessments to run into the second month before paying the same he shall be debarred from

benefits for one month after payment. Where a member allows his arrearage for dues and assessments to run over the thirtieth day of the second month without payment he does thereby suspend himself from membership in this Association. Where agreements provide that members must be in continuous good financial standing the member in arrears one month may be suspended from membership and removed from employment in compliance with the terms of the agreement."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Everett, seconded by Delegate Harris, that, inasmuch as there is a resolution in the hands of the Committee on Laws asking for changes in the section, it be referred to the Committee on Laws. Carried.

The Secretary of the Committee read the following portion of the President's report, page 25, column 2: (See page 34, column 1.)

"Section 79. The Financial Secretary at the last meeting in each month shall read out the names of all members in arrears for dues and assessments and where the arrearage of any member has reached the thirtieth day of the second month, he shall be reported to the Division as having suspended himself from membership for the non-payment of dues. The Financial Secretary shall then report this member to the General Office for suspension and the General Office shall record the member as having suspended himself from membership in the Association for the non-payment of dues and drop his name from the rolls, except where members are suspended in compliance with the terms of agreements, and in such cases the members may be reported by the Financial Secretary after the period of one month and be dropped from the rolls of membership as having refused to pay his dues."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Everett, seconded by Delegate Daley, that Section No. 79 be referred to the Committee on Laws. Carried.

The Secretary of the Committee read the following portion of the President's report, page 26, column 1: (See page 34, column 2.)

"Section 80. A member who has suspended himself for the non-payment of dues and desires reinstatement into the Association within six months after he became in arrears may do so, providing he is in sound health and there are no other charges against him but that of being suspended for the non-payment of dues, by applying to the Financial Secretary of the L. D. and pay up all his arrearage and paying in addition seventy-five cents a month for each month that he has been in arrears as a reinstatement fee. The Financial Secretary, when reporting this member to the General Office for reinstatement, shall forward all per capita tax and assessments which are due the General Association on the member

and in addition he shall forward fifty cents a month for each month that the member was suspended, as shown by the books of the Local Division, as a reinstatement fee; the additional twenty-five cents a month of the reinstatement fee to go into the treasury of the Local Division. If the Local Division so desires they can remit this twenty-five cents a month to the member, this being optional with the Division. All reinstatement fees shall go into the Death, Disability and Old Age Benefit Fund. Upon the receipt of all back per capita tax and assessments and the fifty cents a month reinstatement fee at the General Office the member's name will be restored to the Division's membership roll and the member reinstated and placed in continuous good standing in the Association according to the conditions of his membership prior to the time of his suspension. A suspended member being in arrears for dues and assessments for over six months cannot reinstate himself into membership. If he desires to again join the Association he will do so subject to such penalties as the Local Division may determine upon, but he must come in and be enrolled as a new member."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption. Section 80 pertains to the same matter as Section 79."

The Chair: "If there is no objection it will be referred to the Committee on Laws. It is so referred."

#### Funeral, Old Age and Disability Benefits.

Secretary Sheehan: "Information came to us that there were many resolutions to be introduced in regard to this subject, and, as in the matter of arbitration, it was the desire of your committee that all be heard, we recommend that the entire matter pertaining to Funeral, Old Age and Disability benefits be referred to the Committee on Laws."

The Chair: "If there are no objections the recommendation will be concurred in. There seems to be no objection, and that portion of the report will be so referred."

The Secretary of the Committee read the following portion of the President's report, page 28, column 2: (See page 37, column 1.)

#### Acceptance of Withdrawn Members.

"In order that our laws may be clearly in line with the rules and policies of the Association in the acceptance of withdrawal cards, I would recommend that there be added to Section 132 the following:

"No withdrawal card will be received or member accepted into any Division without the member presenting the same in the service in some capacity that would make him eligible to membership under the jurisdiction of the Division he seeks to enter."

Secretary Sheehan: "We concur in the recommendation of the President and recommend its adoption."

Moved by Delegate Giellis and seconded by Delegate Breen that the recommendation of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 28, column 2: (See page 31, column 1.)

#### **Ritual.**

"There are several defects in our Ritual that should be remedied, and I have prepared recommendations on the same and will submit them to the Committee on Ritual, when they are appointed, for their consideration and action."

Secretary Sheehan: "We heartily agree with the expression of the President, and respectfully request that he be requested to give his recommendations to the Committee on Ritual."

The Chair: "If there are no objections that will be adopted. Hearing none, I will ask the Committee on Ritual to call at my room and I will give them the amendments I have prepared for their consideration."

#### **Official Publications.**

The Committee reported on that portion of the President's report, page 29 (see page 31), under the captions, "The Motorman and Conductor" and "The Union Leader," as follows:

Secretary Sheehan: "We concur in the recommendations of the President and recommend their adoption."

"Moved by Delegate Lowery and seconded by Delegate Tozier that the recommendation of the committee be concurred in."

Delegate F. A. Walsh opposed the motion and urged that "The Motorman and Conductor" be abolished and "The Union Leader" be made the official journal.

Upon vote of the convention the motion to adopt the recommendation of the committee was carried.

#### **Office Building.**

Upon that portion of the President's report under the above caption (page 30) (see page 38) the Committee reported as follows:

Secretary Sheehan: "We concur in the recommendations of the President and recommend their adoption."

Moved by Delegate Dinneen, seconded by Delegate Allen, that the recommendation of the committee be concurred in. Carried.

#### **The Effect of the War Upon the Canadian Membership.**

Upon that portion of the President's report under the above caption (pages 30-31) (see page 39) the committee reported as follows:

Secretary Sheehan: "Omitting the tabulation on page 30, which shows that 473 members have enlisted, we will read the following part of the President's report:

"At the time of the tabulation of this report it was shown that there were thirty-two (32) of the members dead, wounded or missing.

"At the outbreak of the war, when our membership first began to enlist, several of the Divisions that had members going to the war appealed for a ruling or an opinion as to whether these members going to the war, in case of being killed or wounded,

would be entitled to funeral or disability benefits. On these appeals I called attention to Section 88 of our laws, which in part reads as follows:

"Section 88. No death or disability claim shall be allowed or paid to members whose death or disability has been caused while on duty as a volunteer militiaman, policeman or paid city fireman, or in other hazardous or prohibitive occupations as defined by insurance companies."

"I ruled that under that law no benefit could be paid to any member who was either killed or injured while engaged in war; this being the same position that we took during the Spanish-American war. Following my ruling upon this matter there was an appeal submitted to the General Executive Board asking that they lay down a ruling to allow benefits to the members who were engaged in the war. This the Board refused and made a ruling in line with the laws of the Association. I presume that in their report they will submit to you the full report of the same, and it will be necessary for you, either upon their report or upon mine, to act upon this matter. I take the position that our benefits have been established solely for the protection and benefit of the men and women following our occupation, and under these laws we could not grant to any member anywhere engaged in the cause of war, any benefits of any kind. In addition, I have submitted some amendments to our laws upon this subject, that will be reported in connection with the laws for amendments and changes, subject to your action.

"While we view with alarm and regret the effect of the war on our brother members in Canada, and sincerely hope the dove of peace will perch upon the banner of all engaged in this terrible struggle and God in his infinite mercy may console the aching hearts that have been made where homes have been plunged into sorrow, wives made widows and children made orphans, we feel the position of the President was the only position he could take and sincerely compliment him for the stand he took in the interest of our organization in the carrying out of its laws."

Delegate Conn stated there was a resolution upon the same subject.

The Chair: "That does not affect this report."

Moved by Delegate Lynch and seconded by Delegate Sturtz that the recommendation of the committee be adopted. Carried.

The Secretary of the Committee read the following portion of the President's report, page 31: (See page 39.)

#### **Brotherhood of Locomotive Engineers.**

"As most of you are aware, there have been several contentions between the Brotherhood of Locomotive Engineers and our Association over the question of jurisdiction upon the suburban and interurban railways of the country during the past two years.

"During the early part of this present year Wm. B. Fitzgerald, L. D. Bland and myself met with Mr. Stone, Grand Chief of the Brotherhood of Locomotive Engineers, and representatives of his organization, at the request of Mr. Horace Andrews, President of the New York State Railways, in a conference in Chicago. Mr. Andrews requested this meeting because of some questions of jurisdiction that were up between the organizations and were affecting his lines. At this meeting Mr. Andrews urged us to agree upon some policy that would remove the questions in dispute between the two organizations. Mr. Stone, representing the Brotherhood, took the position that he could not change the laws or policies of his organization upon that question. It was then agreed that we would each recommend to the Conventions of our organizations that there be a committee appointed or elected from each organization, by the Convention, with full power to act, and that these committees, if appointed by the Conventions, would arrange and meet at some date in the near future and there attempt to agree upon a policy that would remove the questions in dispute and establish harmony between the same.

"The Brotherhood of Locomotive Engineers met in Convention in June, and I have a letter from Mr. Stone informing me that their Convention had passed a resolution instructing the Grand Chief Engineer to appoint a committee with full power to act, and that a committee of seven had been appointed and would be in readiness to meet us if our Convention decided to appoint a like committee.

"I, therefore, would recommend that this Convention either elect or appoint a committee of like number with full power to act, and instruct them to meet with the committee representing the Brotherhood of Locomotive Engineers and attempt to establish a satisfactory understanding between the two organizations."

Secretary Sheehan: "We concur in the recommendation of the President and recommend that he be instructed to appoint a committee."

Moved by Delegate O'Brien, Division No. 241, and seconded by Delegate Winfield, that the recommendation of the committee be concurred in. Carried.

#### Legislation.

The Secretary of the Committee read the following recommendations at the close of the section under the above caption, pages 32, 33 and 34: (See page 40.)

#### Recommendation.

"As to the legislative work, I would recommend that we continue our present policy of having our locals in the different States and Provinces form legislative committees and through these committees advance any legislation we may be looking after and take care of the legislation that has already been secured. We have at the present time good committees formed in Iowa, New York and Ohio, and this work should be con-

tinued until all of the States have good standing legislative committees organized."

Secretary Sheehan: "We concur in the recommendations of the President and recommend that in states or provinces where Legislative Committees are formed all Divisions of our Association shall become affiliated, send delegates to do all in their power to further the interest of the legislation being secured and that they pay their proportionate share, and no member shall by word or act do anything to obstruct such legislation."

Moved by Delegate Breen and seconded by Delegate Winfield that the recommendation of the Committee be adopted. Carried.

The Secretary of the Committee read the following portion of the President's Report, page 34, column 1: (See page 42.)

#### Richard Cornelius.

"As many of you are aware, my reports to the Salt Lake Convention showed that Executive Board Member Richard Cornelius, of San Francisco, was confined to his bed in the Belmont Tubercular Sanitarium of California. During the month of April, 1912, Brother Cornelius was engaged in organizing the Seattle and Renton suburban men, and while engaged in this work he was caught in a heavy rainstorm and from this contracted a serious cold which caused la grippe, and later on developed into tuberculosis. For some time after the development of this terrible disease Brother Cornelius would not give up his work. He continued on until his health failed entirely and he was taken down. We then made arrangements and had him go to the sanitarium at Belmont, and while in the sanitarium he continued his work and held many conferences from his bedside with members and officers of Local Divisions in that section of the country. Some two months before his death he left the sanitarium and went to his home in San Francisco, where he died on November 29, 1914. The day before his death he had taken up some Association matters with those who had called upon him, and wrote me regarding the same, closing his letter with the statement that "This is the last earthly letter I will ever write." Richard Cornelius was elected a member of your Executive Board at the Pittsburgh Convention on May 8, 1903, and served continuously until his death. Cornelius like all men, made his mistakes, but his mistakes were of the head and not of the heart; for there never was a more honest and sincere man, whose uppermost thought was the betterment and improvement of the conditions of his fellow workers, and especially of the street and electric railway workers. I would recommend that a committee be appointed by this Convention to draft and present suitable resolutions expressing the sympathy and deep gratitude that this Association feels towards this deceased officer."

Secretary Sheehan: "We heartily agree with the expression of the President and

recommend that the President be instructed to appoint a committee of five, the President to be one of the committee."

Moved by Delegate Ebner and seconded by Delegate McLain that the report of the committee be concurred in. Carried.

The Secretary of the Committee read the following portion of the President's report, page 31, column 2: (See page 42, column 2.)

#### J. J. Thorpe.

"First Vice-President J. J. Thorpe was sent from the last Convention, before it closed, to take charge of the situation at Indianapolis, Ind., where we were making an effort to organize the employees of the city system. This was a herculean task but Brother Thorpe undertook it,—first, the work of organizing the men into a Division, and in that he was bitterly opposed by the street railway company, who employed thugs and gunmen to oppose him and follow him in every step and effort that he made. But he finally succeeded in organizing the men. The company then turned their attacks upon the men already organized, and this led to the strike. Brother Thorpe conducted the strike. The strike was settled and the wages and conditions of the men left to arbitration. There followed a long arbitration, and during this arbitration procedure the company kept up their tactics of opposing and doing everything they could to destroy the newly-formed organization. There was a condition in this city that was never met by any of our organizers in any other city that we have struggled to organize, and Brother Thorpe was kept continually on the go, night and day, until in the latter part of April, 1914, he broke down—a complete nervous collapse. For some time the doctors were in despair and did not believe that his life could be saved, but with the strong constitution that Brother Thorpe possessed, he has pulled through, and at the time of drafting this report I am informed that he will be able to make his appearance again at this Convention. In the case of Brother Thorpe, as well as in that of Brother Cornelius, we have followed out the laws and provisions, and provided for and taken care of Brother Thorpe."

Secretary Sheehan: "We are pleased and thankful that Brother Thorpe is able to be with us again, and trust and hope that he may enjoy continual good health."

The Chair: "If there are no objections that portion of the Committee's report will be adopted. There seems to be none, and it is adopted."

The Secretary of the Committee read the following portion of the President's report, page 34, column 2: (See page 43.)

#### Fred Fay.

The reports of your last Convention show that Executive Board Member Fred Fay was unable to attend the Convention because of the Boston arbitration that was then on and claiming his entire time and attention. For the past four years Brother

Fay has been in the harness night and day, working to organize, improve and better the conditions of the membership of our Association. He started out with the attempt to organize the city of Boston, which was followed by the long and bitter strike, which he conducted. Following this, he took up the arbitration of the Boston men, in which he was engaged at the time of our last Convention, and spent many weeks of hard work, night and day, going through this arbitration. During the time that he was engaged in this work he took up the work of organizing the men of Providence, R. I., and there went through another strenuous campaign in securing an agreement covering wages and working conditions of the men of this city—and at the same time of doing this work he was assisting several small locals around Boston to organize and secure agreements. At the close of the Boston arbitration he took up the wage agreements of the men of the Bay State, affecting some 15 Divisions of our Association. These agreements were all adopted except the wage clause, which went to arbitration. Here again he went through another long siege of arbitration, and from there took up the work at Providence, which led to the late strike which took place in that city. In the midst of his work in Providence he had a nervous breakdown and collapse and had to give up the work entirely and resort to the sanitarium at Clifton Springs, N. Y., where at the time of the drafting of this report he is reported to be slightly improving. In the case of Brother Fay we are following out the provisions of the law, as in the case of Thorpe and Cornelius. I hope to be able to submit later reports to you during the time of the Convention as to the condition of Brother Fay."

Secretary Sheehan: "It was with deep regret that we learned of the condition of Brother Fay, and feel that he is a victim of his own honest, earnest, untiring labor in the interest of our organization. Brother Fay is a man whose value to our Association cannot be reckoned in dollars and cents, and we know his loss is felt outside the organization. The prayers of your committee are, and we know you all join with us, that he may be speedily restored to us in perfect health."

The Chair: "If there are no objections that portion of the report of the committee will be adopted. There seems to be none, and it is adopted."

#### Conclusion.

Secretary Sheehan: "In conclusion the report of the President, when carefully studied, is one that shows a growth and success almost beyond our fondest hopes and if ever the words would be applied, 'Well done thy good and faithful servant,' they can be applied with truth to the International President W. D. Mahon, and while we know as members of this Association that we owe him a debt of gratitude no money or thanks can ever repay, we recommend that this



Convention extend him a rising vote of thanks and wish him Godspeed and sincerely pray he may enjoy good health to continue his good work in our behalf.

Fraternally and sincerely yours,

P. F. SHEEHAN, Division No. 235, Brockton, Mass., Secretary,

STANLEY ANDERSON, Division No. 26, Detroit, Mich., Sergeant-at-Arms,

WM. B. NICHOLSON, Division No. 52, East Liverpool, Ohio,

FRED HAMLIN, Division No. 111, Ypsilanti, Mich.,

JOHN T. McGRATH, Division No. 168, Scranton, Pa.,

E. L. GOODWIN, Division No. 192, Oakland, Cal.,

LAWRENCE HAVERY, Division No. 246, Salem, Mass.,

GEO. R. DAVIES, Division No. 268, Cleveland, Ohio,

ALBERT WM. CARROLL, Division No. 358, Cumberland, Md.,

HARRY SOLOMON, Division No. 568, Erie, Pa., Chairman,

C. McDANIEL, Division No. 577, Augusta, Ga.

#### Committee on President's Report.

Secretary Sheehan: "In behalf of the Committee I desire to extend sincere thanks to the delegates for the kind consideration they have given our report."

Moved by Delegate Allen and seconded by Delegate Burns that the report of the committee as a whole be adopted. Carried.

The Chair called to the attention of the Committee on Convention Communications that their duties were to attend to communications from cities inviting the convention, to draft letters thanking cities for invitations, replying to congratulatory letters from labor organizations, and to prepare resolutions, to be presented at the close of the convention, thanking those who have extended courtesies to the convention, etc.

The Chair stated that he wished to speak in reference to a weekly publication for the organization, and said in part:

"This is a matter to which I have given some thought, but did not feel it advisable to recommend it. We pay a subscription of four cents a month for 'The Motorman and Conductor.' To adopt a weekly paper we estimate the cost would be about \$2.00 a year to each member, or 16 2-3 cents per month. That would make a large raise in the per capita tax that we do not believe the members would accept at this time. The subscription of 'The Union Leader' is \$1.00 a year. I think it is well to wait until two or three months before the next convention and then send out letters to the Local Divisions asking them if they want to adopt such a proposition or not, and they can instruct their delegates."

The Chair discussed briefly the difficulty of keeping track of members who move and obtaining their correct addresses.

Delegates Mills, Shine, Lewis and G. E. B. Member McMorro discussed the question briefly.

#### Partial Report of Committee on Resolutions.

The Chair declared in order the report of the Committee on Resolutions.

The Committee on Resolutions, by Committee's Secretary Smyth, reported as follows:

#### Resolution No. 2.

Resolution by Delegates M. J. Cahill, J. H. Coleman, C. Daniels, P. J. McNulty, P. E. Kerrigan, F. J. Dolan, B. R. Jenson, W. H. Burdick, Delegates Division No. 618, and identified as Resolution No. 2, as follows:

#### Resolution of Citizenship.

WHEREAS, We believe that the membership of our organization have within their reach a most powerful weapon to gain their rights, namely, the proper use of the ballot; and

WHEREAS, By the united efforts of all of our Local Divisions this force can be increased materially; therefore, be it

RESOLVED, That we, the A. A. of S. and E. R. E. of A., in convention assembled in the City of Rochester, N. Y., urge upon the Local Divisions the necessity of naturalization among the membership; and be it further

RESOLVED, That we labor earnestly to extend the doctrine of naturalization and registration and explain to our members that it is not only a matter of right but a personal duty of each member to be placed in a position to express his opinion on every matter affecting his welfare in a forcible manner, namely, the proper use of the ballot.

Secretary Smyth: "We concur in the resolution and recommend its adoption."

Moved by Delegate Anderson, seconded by Delegate Ward that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 6.

Resolution by Delegate David H. Coleman, L. D. 540, identified as Resolution No. 6, as follows:

WHEREAS, There is at the present time apathy among many members of organized labor in demanding the union label, and

WHEREAS, The union label is the only guarantee against child labor, tenement house or penal made goods, therefore, be it

RESOLVED, That all members of the Amalgamated Association of Street and Electric Railway Employees of America of the United States and Canada, be instructed to educate themselves and their families in demanding the union label, and

RESOLVED, That the officers of this Association be instructed to have printed on all stationery these words, "Demand the Union Label when purchasing goods," and that the stationery of this association bears the union labels and all locals be requested to do likewise, and be it further

RESOLVED, That hereafter no delegate be seated in these conventions who does not bear all union labeled wearing apparel, unless said delegate can prove satisfactorily to



he proper committee their impossibility to cure same, and be it still further

**RESOLVED**, That the Executive Board be, and are hereby, instructed to have the above section a part of the qualifications of delegates in our constitution to attend or be seated in a convention, and a part of the bill for the next convention.

Secretary Smyth: "The committee recommends the adoption of the first two sections when amended by striking out the words "when purchasing goods," and recommends that the last section be referred to the Committee on Laws."

Moved by Delegate Hushion and seconded by Delegate Broderick that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 8.

Resolution by Delegate Thomas H. Hushion, Division No. 490. Identified as Resolution No. 8, as follows:

At a joint Executive Board meeting of Division No. 498, Mt. Vernon and New Rochelle, of A. A. of S. & E. R. E. of A. the following resolution was adopted to be presented at the International Convention to be held in Rochester on September 13, 1915.

**WHEREAS**, The employing companies of railways adopt methods of checking cars through the employment of private detectives, who at times are incorrect in their official reports to the companies; therefore, be it

**RESOLVED**, That the said companies be compelled to produce such detective at the companies' offices to face and identify the accused, and in case he fails to identify said accused that said detective be compelled to reimburse the motorman or conductor for inconvenience and loss of time, and that said operator be discharged from the employment of the company.

Secretary Smyth: "The Committee recommends the following in lieu of Resolution No. 8:

"We, your Committee on Resolutions, recommend that the International Officers, Local Officers and State Legislative Committees be instructed to make every effort possible to secure the enactment of a law in each state which will make it a misdemeanor for detectives or spotters to falsify in their reports against employees and to compel the employing company in the case in dispute to produce the party who made the report."

Moved by Delegate Callahan and seconded by Delegate Summers that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 9.

Resolution by Delegate David H. Coleman, Division No. 540, identified as Resolution No. 9, as follows:

**WHEREAS**, In the last legislatures of the States of New York and New Jersey the Merchants' and Manufacturers' Association tried to have enacted into law bills to saddle upon the backs of organized labor

that infamous and iniquitous institution called the State Constabulary, or would be better named the American Cossack, and

**WHEREAS**, Organized labor has seen and suffered from this infamous institution in our sister state of Pennsylvania when labor troubles arose there, and their most damnable actions in interest of the corporations and employers, therefore, be it

**RESOLVED**, That this, the 14th Biennial Convention of this association goes on record as condemning and giving all aid within their power to all organized labor in any state in their fight against the passing or establishing of any such law as a State Constabulary.

Secretary Smyth: "Your committee recommends the adoption of Resolution No. 9."

Moved by Delegate Callahan and seconded by Delegate Mulrey, that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 12.

Resolution by M. J. Cahill, President; C. Daniel, Secretary, and J. B. Coleman, Business Agent, Division No. 618, identified as Resolution No. 12, as follows:

At the regular meeting of Division No. 618 held on Thursday evening, September 2, 1915, the following resolution was adopted, and the delegates of this Division to the Fourteenth Convention instructed to present the same to the convention. Resolution follows:

**WHEREAS**, Providence Division No. 618 in meeting assembled on the 2nd day of September, 1915, expresses its deep and sincere regret at the continued illness of our beloved Brother Fred Fay, General Executive Board Member, and

**WHEREAS**, Our membership will never forget the great work Brother Fay has done for us in the formation of our Division and also his continued interest in our behalf ever since; therefore, be it

**RESOLVED**, That we extend to him our deepest sympathy, earnest wishes and fervent prayers for the speedy restoration of his health and strength; and be it further

**RESOLVED**, That our Delegates to the Fourteenth Convention, to be held in the City of Rochester, bring this resolution before that body and urge its adoption and the sending of a copy of same to our esteemed friend and brother, Fred Fay.

Secretary Smyth: "Your committee recommends the adoption of the resolution."

Moved by Delegate Davies and seconded by Delegate Tozier that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 18.

Resolution by David H. Coleman, Local Division No. 540, identified as Resolution No. 18, as follows:

**WHEREAS**, The great number of various Union Labels of different crafts of unions and the great variety and styles, there being some 69 or more different labels being used, and there being so many it is very

confusing to the ordinary union man to remember them all; and

WHEREAS, To simplify and educate all members of trade unions, so that Organized Labor can more readily buy and by their power to so do support and uplift the cause of trade unionism; and

WHEREAS, The Convention of the New Jersey State Federation of Labor held in Jersey City, August 16, 17 and 18 of this year went on record by passing a resolution for their elected delegates to the A. F. of L. Convention to be held in San Francisco, Calif., this coming fall to work for, and try to have the International Unions there represented to take up and establish a more universal label so that the confusion in the labels that exist at present may be overcome to a more easy way, so that all Organized Labor may more easily be patronized and uplifted; therefore, be it

RESOLVED, That this the Fourteenth Bi-ennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America in Convention assembled go on record as endorsing the action of the Convention of the New Jersey State Federation of Labor in passing their resolution asking for a more universal label; and be it further

RESOLVED, That the delegates from this Association to the A. F. of L. Convention do try and work for the establishment of and use of a more universal label by the various international bodies there represented.

Secretary Smyth: "Your committee recommends the adoption of the resolution."

Moved by Delegate Davies and seconded by Delegate Mulvey that the recommendation of the committee be concurred in.

The Chair: "That resolution has been sent from this convention to the American Federation of Labor at other times; it has been introduced by the delegates from different organizations before the Federation, and it is not possible—and I have no objection to its being presented—to secure its adoption. Each trade under the A. F. of L. has the authority of its own affairs; it has its own label, it prescribes how that label shall be used and how it shall be given out to the employers. The Cigarmakers have their stewards who must account for every label, and so have the different trades.

"Once you adopt a universal label issued by the A. F. of L., every little organization is entitled to it and there will be no means of controlling it. In the early history of the label of the United Garment Workers it was used and sold to employers that did not employ union help; the same was true of the Hatters' label. Some of the labels are copyrighted. It has been decided time and again that it is not possible to place in the hands of the A. F. of L. a universal label that can be used promiscuously and put out by the secretaries of any little union that may hold affiliation therewith. It is impossible to place a universal label in a position where it can be protected."

Delegate Mills opposed the resolution and spoke in favor of the different organizations retaining their labels, as they could protect them better than could the Federation.

Upon vote of the convention the motion to concur in the recommendation of the committee was lost.

#### Communications.

The Chair declared in order the reading of communications.

The Secretary read the following telegram:

Albany, N. Y., Sept. 15, 1915.

W. D. Mahon, President Amalgamated Association of Street Railway Employees in Convention, Convention Hall, Rochester N. Y.

Executive Council New York State Federation of Labor in session at Albany to consider work of Constitutional Convention extends to you best wishes for success of your deliberations, confident that they will be beneficial to your membership.

JAMES P. HOLLAND, President,  
E. A. BATES, Secy-Treas.

The communication was received.

The Secretary read a communication from Secretary L. B. Laidlaw, Journeymen Barbers' Local No. 246, thanking the delegates for their patronage of union barber shops while in Rochester, and notifying them that all the hotel barber shops in the city were unfair.

The Chair: "The communication will be received and the delegates will take notice of the information."

At 12:10 o'clock the convention was adjourned to 9 o'clock a. m. Friday, September 17th.

W. D. MAHON, Chairman,  
Per. R. L. REEVES, Secy.

#### Sessions of Fifth Day.

#### MORNING SESSION.

Friday, September 17, 1915.

The morning session of the Fifth Day was called to order at 9 o'clock a. m., Friday, September 17th, International President W. D. Mahon in the chair.

The Chair introduced to the convention Assistant President James F. Connors, of the Switchmens' Union of North America, who conveyed to the delegates the fraternal greetings of his organization. Mr. Connors gave a brief history of the organization of the Switchmen, the difficulties they had encountered, and their efforts to improve the conditions of their members. He spoke of the friendly relations that had always existed between the Switchmen and the Amalgamated Association, and expressed the hope that such relations would continue in the future.

The Chair introduced to the convention Representative Michael Goldsmith, of the Ohio State Federation of Labor, who on behalf of that organization conveyed greetings and expressed the best wishes of the membership to the Amalgamated Association. He congratulated the members upon the splendid growth of the organization in the past few years.

### Report of Committee on Resolutions.

The Chair declared in order the report of the Committee on Resolutions.

The Committee on Resolutions, through Committee's Secretary Smyth, reported as follows:

#### Resolution No. 19.

Resolution by Francis A. Walsh, Division No. 238, Lynn, Mass., identified as Resolution No. 19, as follows:

WHEREAS, Over 1,500,000 women have been granted the rights of full citizenship in the United States by attaining possession of the strongest weapon in the possession of workingmen and working women, namely, the ballot; therefore, be it

RESOLVED, That we go on record as heartily endorsing the women's suffrage bills now before the voters of New York, New Jersey, Massachusetts, and such other states that have voted to refer the matter to the people for their decision, and that we earnestly request our members in these states to do all in their power to pass these progressive measures to end sex discrimination.

Secretary Smyth: Your committee concurs in the resolution and recommends its adoption.

Moved by Delegate Nesdale and seconded by Delegate Mulvey that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 20.

"Resolution by Delegate W. D. Robbins of Division No. 113, identified as Resolution No. 20, as follows:

"WHEREAS, There have gone to the war over 600 of our members, many of them never to return, but to those who do come back the employing companies have pledged themselves to give full seniority rights, and in view of their getting their full seniority rights upon their return the Local Divisions have decided to continue their membership while away; and

"WHEREAS, In view of the industrial depression and reduction of service, coupled with the burden of carrying these members it has become a heavy load for these locals; therefore, be it

"RESOLVED, That the Locals be relieved of the payment of per capita tax upon these members, they to be placed in good standing upon their return by the payment in full of all per capita and assessments that have accrued during their absence."

Secretary Smyth: "Your committee feels that this is a matter beyond them to decide, and have agreed to refer it to the Convention without any recommendation."

Delegate McClenathan: "For the sake of bringing this before the Convention, I move that we adopt the resolution."

Seconded by Delegate Conn.

Delegate Mills stated that the resolution, or any resolution that would increase the expenditure of the organization, should not be introduced without providing a corresponding increase in the revenues.

The Chair pointed out that the resolution

provided that men who returned from the war and were reinstated in their positions with the roads would have their per capita and assessments paid by the Local Division.

Delegate Robbins stated that 600 men from their locals had gone to the war; that nearly 300 had gone from Division 113; that the companies had promised to reinstate those who returned, with full seniority rights, and that public opinion and the men themselves demanded that the organization treat them as well as the companies had promised to do; that owing to industrial depression the forces on many roads had been reduced and the financial burden of looking after such men and keeping the men who had enlisted in good standing was too great for the Local Divisions.

Delegate Mills offered as an amendment: "That these locals be temporarily relieved of the payment of per capita until the return of the men, that they then be placed in good standing, etc." He stated that he offered the amendment to make the meaning of the resolution more clear.

Delegate Conn pointed out that the Constitution provided that members maimed or crippled in any occupation outside of the service were not eligible for benefits, and that those who came back maimed and unfit for the service would not be reinstated. He pointed out further that the roads would not reinstate in the services men who were unfit to perform their duties, and stated that the Canadian delegates would stand by the resolution and hoped it would be adopted.

Moved by Delegate M. C. O'Brien and seconded by Delegate Nicholson that the resolution be referred back to the Committee on Resolutions for further consideration.

General Executive Board Member McMorrow called attention to the fact that many of the members in the United States had enlisted in the armies of countries now at war; that fifteen had gone from the division to which he belongs and a great many more might go, and if the resolution was adopted it would be placing on the organization a great responsibility to meet, for which no provision had been made.

Delegate Shultz, Division No. 268, opposed the adoption of the resolution.

Delegate Southall, Division No. 99, stated that the members of the Winnipeg Division wished something done that would relieve them of the burden placed upon them by the number that had enlisted from that Local, 150 to the present time, but they did not wish to do anything that would jeopardize the funds of the International organization.

Delegate Rudge argued that the fact that the men in question had enlisted voluntarily should be taken into consideration, as working men generally were in favor of freedom of choice in such matters.

Delegate Robbins stated that he was willing to have the resolution recommitted to the committee.

Delegate Murphy, Division No. 589, stated that all the members should have the same

protection, and if the resolution provided for the men who have gone to war, it should also provide for men who are sick and have to pay dues.

Delegate O'Sullivan urged that nothing be done to hamper the organization in the future; that members in the United States might enlist in the near future if this country enters into a war with Mexico, and even be called to take part in the war now going on in Europe, and in such case everything possible should be done to keep the organization intact.

Vice President Welch in the Chair.

President Mahon stated that he believed the resolution should be more carefully drawn to guard against technicalities or questions arising in the future. He referred to the statement that the companies had pledged themselves to reinstate the men upon their return, pointed out that corporations in all warring countries were urging their men to enter the war and promising that they would be reinstated in their positions, and asked as to the fate of those men who would not be physically able to assume the duties of their positions. He stated further his belief that when men volunteer for service in a war they should withdraw from their organizations, not to be a burden upon them, and look to the government for which they fight to take care of them. He deplored all war in which working men have to sacrifice their lives for the benefit of those who control the finances and the resources of the countries.

Moved by Delegate Anderson and seconded that the previous question be put. Carried.

Upon vote of the Convention, the motion to recommit to the committee was carried.

President Mahon in the Chair.

#### Resolution No. 49.

Resolution by Delegate Myles P. Callahan and Maurice Lynch, Division No. 241, Chicago, Ill., identified as Resolution No. 49, as follows:

**RESOLVED**, That it is the sense of the delegates assembled at this, our 14th biennial convention, that we are opposed to all goods made in penal institutions or reformatories coming in competition with that of free labor and we urge all our members under our jurisdiction to use their best efforts to abolish same and urge our members from purchasing such goods.

Secretary Smyth: "Your Committee concurs and recommends the adoption of the resolution."

The Chair: If there be no objections, the recommendation will be concurred in. There seems to be none and the recommendation is concurred in.

#### Resolution No. 50.

Resolution by Delegates Myles P. Callahan and Maurice Lynch, Division No. 241, identified as Resolution No. 50, as follows:

**RESOLVED**, That it is the advice of this Convention to all Locals within our jurisdiction to give preference hereafter to a

demand for an eight (8) hour day and that it be an instruction to the incoming officers in negotiating agreements to make every effort in their power with the assent of the local involved to secure the insertion of an eight (8) hour clause in all future agreements.

Secretary Smyth: "Your Committee concurs and recommends the adoption of the resolutions."

Moved by Delegate Tozier, Division No. 589, seconded by Delegate Donnelly, Division No. 623, that the recommendation of the Committee be concurred in.

Delegate O'Dea stated it was one of the principles of the organization to shorten the hours of labor, but suggested that the hours be reduced gradually, as to drop from nine and ten hours to eight immediately might work a hardship on some divisions if the rate per hour could not be increased. He advised that the divisions work constantly for the reduction of the hours, but to do so gradually.

Delegate Wylie called attention to the fact that the resolution provided that the consent of the Local was necessary before the change would be made, although personally he would have been willing to leave that out, and if some Local could obtain the eight-hour day it would be a good basis to work from and in time others might obtain it. He stated that it would be a good thing to obtain the eight hours, even if it entailed the hardship of having to work for a time at the same hour rate, for the rate would in a short time be increased.

Delegate Noon stated that he felt eight hours was long enough for any man to work, and that all the International Officers that assisted in negotiating contracts should state that as the spirit of the Amalgamated Association.

Delegate Nesdale stated that he would not be in favor of the resolution if it were made compulsory that the eight-hour day be included in the contracts, but as it did not so provide he would favor it, and if adopted it would help educate the members to make a more general demand for the shorter work day.

Moved by Delegate Davies as an amendment, and seconded by Delegate Sturtz, that the resolution read: "That it is the advice of this Convention to all Locals within our jurisdiction to give preference hereafter to a demand for an eight-hour day, and that it be the instructions of the incoming officers in negotiating agreements to make every effort possible with the Locals involved to secure an eight-hour minimum clause in all future contracts."

Delegate Shine in discussing the question described briefly the effect of shortening the hours of agreement, and urged that if an agreement provided for working eight hours in ten the men should not be allowed to work more than the eight hours.

General Executive Board Member Mc-Morrow urged that the Convention renew or affirm its confidence in the policy of the establishment of the eight-hour day, as to

adopt either the resolution or the amendment would be confusing.

Delegate O'Sullivan stated that the St. Joseph Convention had gone on record in favor of an eight-hour day and instructed the Local Divisions, wherever possible, to obtain it, and that had been of assistance to locals when negotiating contracts to reduce the working hours.

Delegate McGrath, Division No. 168, favored reaffirming the policy of the organization, and opposed the language of both the resolution and the amendment.

Delegate Kerrigan, Division No. 618, discussed the working out of the agreement in regard to hours that had been obtained by his division, the difficulties that were encountered, and of the efforts being made to educate the men to appreciate the beneficial effects that would result from the adoption of a shorter work day. He opposed the adoption of the resolution.

Moved by Delegate Breen and seconded by Delegate O'Sullivan that the convention reaffirm the position taken in previous conventions on the shorter work day. Carried.

#### Resolution No. 51.

Resolution by Delegates Myles P. Callahan and Thomas J. Brosnan, Division No. 241, Chicago, Ill., identified as Resolution No. 51, as follows:

**RESOLVED**, That we earnestly recommend of all members of this association, when purchasing goods of whatever kind to carefully choose between those made by union labor as against those made by non-union labor work and in all cases to give the preference to union-made and urge their friends to do likewise.

Secretary Smyth: "The committee thinks the word 'choose' should be used instead of 'discriminate', line 4, and so recommend. With that change we concur in the resolution and recommend its adoption."

The Chair: "If there are no objections the recommendation of the committee will be concurred in. Hearing none, it is concurred in."

#### Resolution No. 52.

Resolution by Delegates Myles P. Callahan and Jos. P. Riordan, Division No. 241, Chicago, Ill., identified as Resolution No. 52, as follows:

**RESOLVED**, That this 14th Bi-ennial Convention of A. A. of S. & E. Ry Employees of America place itself on record as favoring state or national legislation which will prescribe reasonable and proper limitations for the use of the injunction in labor disputes and advise every local within our jurisdiction and every member thereof to use all legitimate means to secure the enactment of such legislation.

Secretary Smyth: "The committee recommends the adoption of the resolution."

Moved by Delegate Ross and seconded by Delegate Sturtz that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 53.

Resolution by Delegate C. McDaniel, Division 577, identified as Resolution No. 53, as follows:

**WHEREAS**, In the south there are but few organizations spreading the education of organization for the expansion of our occupation, and

**WHEREAS**, The existence of those organized are continually threatened by the lack of organization of our craft in the southland, and

**WHEREAS**, The low wages and long hours of street car men in the south as shown by the wage scale tabulated by this organization are a hindrance to the advancement of all other sections, therefore be it

**RESOLVED**, That the A. A. of S. & E. R. E. of A. make special effort to further organization in the south.

Secretary Smyth: "Inasmuch as the committee believes the International President and officers of the Amalgamated Association are always making every possible effort in the unorganized districts to organize the men, and knowing that policy will be followed in the future, the committee recommends to nonconcur in the resolution, because of the fact that the adoption of it would advertise to the companies that a special effort would be made in that territory."

Moved by Delegate Mulvey and seconded by Delegate Callahan that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 57.

Resolution by Delegates J. J. O'Sullivan, W. F. Ebner, D. Archibald and John J. O'Dea, Division No. 282, Rochester, N. Y., identified as Resolution No. 57, as follows:

**WHEREAS**, Owing to the great increase of short runs, known as the "Tripper" runs, and which are now in operation on the various Railway Systems; therefore be it

**RESOLVED**, That the delegates to this, the 14th Bi-ennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America, go on record as instructing our Local Divisions that in the making of new agreements, or the renewal of such, that a special effort be made to care for this situation by the establishing of a minimum wage for such runs.

Secretary Smyth: "The committee recommends the adoption of the resolution."

Moved by Delegate Kerrigan and seconded by Delegate Callahan that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 61.

Resolution by Delegates J. B. Wiley and A. G. Schenck, Division No. 441, identified as Resolution No. 61, as follows:

**WHEREAS**, The street railway companies of the various states are making a special effort to secure the enactment of

Public Utility Laws, which as proposed are detrimental to organized labor, and

WHEREAS, These proposed laws are generally drawn in such manner as to confuse and to appear not to be detrimental, or in other words contain "jokers;" therefore, be it

RESOLVED, That the General Executive Board be instructed to investigate the various Public Utility Laws now in existence and that they prepare blank utility bills embodying protective features to be used as a guide by local officers and state legislative committees.

Secretary Smyth: "The committee concurs and recommends the adoption of the resolution."

Moved by Delegate McClenathan and seconded by Delegate Breen that the recommendation of the committee be concurred in.

Delegate Wiley explained briefly the manner in which a legislative committee that is maintained by the organization in Iowa worked to secure beneficial laws and to prevent the corporations from having "jokers" placed in the laws that were favored by labor organizations.

Upon vote of the Convention the motion to adopt the recommendation of the committee was carried.

#### Resolution No. 62.

Resolution by Cleveland Delegation, identified as Resolution No. 62, as follows:

WHEREAS, The Cleveland plan of operating the street railway system has been heralded to the world as the most perfect and best plan that can be inaugurated between the municipality and the company for the operation of a street railway, and

WHEREAS, Under the present operation of the street railways in the city of Cleveland where the conditions as affecting motormen and conductors are the most obnoxious of any now prevailing in the United States, the motormen and conductors having to work under a system covering anywhere from twelve to eighteen hours' continuous time each day in order to receive a compensation of from three to ten hours' pay per day, therefore be it

RESOLVED, That the General Executive Board of this Association are hereby instructed to make a thorough investigation of the Cleveland plan of operation, both as to its bearings upon the public and the conditions of the employees, and to report the same through the "Motorman & Conductor" and the "Union Leader," our official journals, to the public and the membership of this association, and further be it

RESOLVED, That the Executive Board are hereby instructed after making this investigation to take up with the company and the city, or such other authority as there may be in connection with this matter, and attempt to adjust and establish more satisfactory working conditions for the motormen and conductors of this city.

Secretary Smyth: "The committee concurs and recommends the adoption of the resolution."

Moved by Delegate Dundas, and seconded by Delegate Kerrigan, that the recommendation of the committee be concurred in.

G. E. B. Member McMorrow opposed the resolution on the ground that the laws provide for the manner in which appeals should come from the Local Divisions.

Delegate Davies stated that the situation in Cleveland is complicated and the members had been trying for three years to get a solution of their difficulties, and they wished the support of the convention for the resolution for the moral support it would give them. He discussed at length the situation in Cleveland.

The Chair stated that a situation existed in Cleveland such as described in the resolution and its adoption might be beneficial to the members in that city.

Delegate Rea, described at length the conditions in Cleveland, where the street railways are a privately owned corporation with municipal control over the operation; that the intention was to inform the delegates of other divisions of the conditions existing there in order that they might take steps to prevent a similar condition obtaining in their own cities.

Delegate Wiley stated the resolution would be of benefit to other divisions, as people interested in the matter were advertising the wonderful good that was accomplished by the adoption of the system in force in the management of the lines in that city and the members of Divisions in cities where it was proposed to adopt similar systems should be warned of its bad features.

Delegate Goldwater supported the resolution and urged its adoption. He explained that an attempt is now being made to put a "joker" on the people of Detroit in a charter amendment election.

Moved by Delegate Breen and seconded by Delegate Sturtz that debate cease. Carried.

Upon vote of the Convention the motion to concur in the recommendation of the committee was carried.

#### Committee on Cornelius Memorial.

The Chair appointed as Memorial Committee on Late G. E. B. Member Richard Cornelius, delegates:

Maurice Lynch.....	Division No. 241
D. J. Dugan.....	Division No. 430
Vincent Tuero.....	Division No. 623
A. H. Brown.....	Division No. 645
W. D. Mahon.....	

At 12 o'clock the convention was adjourned to 2 o'clock p. m.

#### AFTERNOON SESSION.

The afternoon session of the fifth day was called to order at 2 o'clock p. m., Friday, September 17th, International President W. D. Mahon, in the chair.

#### Report of Committee on Resolution.

The Chair declared in order continuance of the report of the Committee on Resolutions.

Secretary Smyth continued the report as follows:

## Resolution No. 67.

"Resolution by Delegates P. J. Murphy, Thomas F. Shine, M. J. Walsh and Thomas J. Doyle, Division No. 589, Boston, identified as Resolution No. 67, as follows:

"Amend Section 4, page 20, by adding the following at the end of section:

"To make our organization a representative one by having such of its members as are eligible, become naturalized citizens of the United States of America."

Secretary Smyth: "We recommend that this resolution be referred to the Committee on Law."

The Chair: "If there are no objections it will take that course. Hearing none, it is so referred."

## Resolution No. 70.

"Resolution by Delegates Matthew J. Higgins and Mathias J. Nesdale, Division No. 589, Boston, Mass., identified as Resolution No. 70, as follows:

"WHEREAS, Our International President has pointed out in his report the splendid service rendered to this association by the Union Leader in Chicago in strengthening and solidifying the large local there, and

"WHEREAS, The Boston Division has a membership of over 8,000 extended over 12 different cities or towns, many of whom find it absolutely impossible to attend a meeting be it

"RESOLVED, That the G. E. B. at its next regular meeting after this convention investigate and consider the advisability of a local paper for Division No. 589 on the plan of the Union Leader of Chicago."

Secretary Smyth: "The Committee does not concur."

Moved and seconded by Delegates Nesdale and Mulvey that the recommendation of the committee be nonconcurrent in.

Delegate Nesdale stated that the members in Boston did not get as much information as they wished through a monthly paper, and if the Board were to investigate the situation there they would find there was something wanting, some means of disseminating information that would make for the solidarity of the unions.

Delegate Sturtz argued the importance of a local paper.

Delegate Goldwater asked if the Boston delegation had considered the financing of the paper.

Delegate Higgins stated they expected to make it self-supporting. They were not asking for anything except an investigation by the governing body of the organization; that the Boston delegation felt the need of some such means of informing the members of important matters connected with the organization, and could do so through a publication better than by any other method.

Delegate Shine urged the need of some publication to get information in the hands of those who do not attend the meetings regularly.

The Chair: "I cannot see the necessity of this long argument. If this Local at any

time wants to make the request they have a right under the present law to communicate with the General Executive Board and ask that an investigation be made."

Delegate Mills stated that he wished to call attention to the fact that "The Union Leader" was influential "because of the able man in its editorial chair, and unless the proposed paper had a man of similar capacity it would be a detriment to the organization."

Delegate Schultz stated that the committee considered the matter carefully, and being aware that a shortage of two thousand dollars existed in the amount necessary to cover the expenses of "The Union Leader," was why the committee recommends to nonconcur in the resolution.

Delegate Schultz: If they do not expect to ask the International for financial assistance I am willing they shall have their paper.

Moved as a substitute by Delegate Breen and seconded by Delegate Ward, that the entire matter be referred to the General Executive Board. Carried.

## Resolution No. 75.

"Resolution by Delegate Edward O'Rourke, Division No. 589, identified as Resolution No. 75, as follows:

"WHEREAS, A very large percentage of the membership of this Association die with tuberculosis and other lingering diseases, and

"WHEREAS, A large number of our members are crippled by accidents in their occupation, so as to be unable to perform any further labor, and

"WHEREAS, A sister union, namely the International Typographical Union, maintains a home for the caring of such unfortunate members, and

"WHEREAS, This home has shown in its 22 years of existence that it has been a wonderful benefit to its members and has been maintained by the members of that union at a very low rate per member, therefore be it

"RESOLVED, That a Committee of three be appointed by the International President to act in conjunction with himself, to thoroughly investigate the advisability and feasibility of this Association establishing such a home for invalid, aged and infirm members of our Association, and report to the next Convention of this Association."

Secretary Smyth: "The committee concurs and recommends the adoption of the resolution."

Moved by Delegate Tozier and seconded by Delegate Coleman, Division No. 618, that the recommendation of the committee be adopted.

G. E. B. Member McMorro stated that he felt he was taking the unpopular side in opposing homes for the old men, and did not care to see the time of the convention taken up in an attempt to do something that would separate the old men and their wives, and the only homes he would favor would be those where the old members and their wives could be together.

Delegate O'Rourke assured the convention it was not the intention of the resolution to separate families, but rather to provide a place where members suffering from tuberculosis could be taken care of and restored to health and to their families; that an organization as large as the Amalgamated Association should make adequate provision for members stricken by disease.

Delegate Davies suggested that something might be done to arrange to take care of both the old men and women that they need not be separated. He favored the adoption of the resolution.

Delegate Shine spoke in favor of the resolution and urged the necessity of taking some action looking to the care of tuberculosis patients.

The Chair: "The resolution is not for a tuberculosis hospital, but to provide a home for the broken down street car men."

Delegate Conn asked if the home were established how it would benefit Canadian members, and referred to cases where old and destitute people with friends in the United States were turned back by the officials at the custom house.

Moved by Delegate Bruce, as a substitute, and seconded by Delegate Giellis, that the matter be referred to the General Executive Board for consideration.

Delegate Davies objected to referring to the Board.

Delegate Bruce spoke in support of his substitute motion, stating that a committee could be appointed by the Board to make a thorough investigation in the next two years.

Delegate Rea supported the resolution and opposed the substitute.

Delegate Murphy, Division No. 589, urged that the matter be settled in the convention and not referred.

Delegate Nicholson opposed referring the matter to the General Executive Board, as he felt the convention was capable of handling the question.

Delegate Blewett stated that he was heartily in accord with the position of G. E. B. Member McMorrow on the subject, and expressed the hope that the entire matter would be referred to the Board.

Moved by Delegate Higgins, and seconded, that debate cease. Carried.

Upon vote of the Convention the substitute offered by Delegate Bruce was lost and the motion to adopt the report of the committee was carried.

#### Resolution No. 76.

Resolution by Delegates Mathias J. Nesdale and Matthew J. Higgins, Division No. 589, Boston, Mass., identification as Resolution No. 76, as follows:

"WHEREAS, The International President in his report has called our attention to the beneficent results secured by legislation in many of the states and provinces, and

"WHEREAS, He has recommended that we continue our efforts along this line, and  
"WHEREAS, Legislation favorable to our interests can only be obtained where our members are known to be influential owing

to the possession and exercise of the franchise in the interest of their supporters and to the detriment of their opponents, be it

"RESOLVED, That this convention goes on record as directing all local divisions to ascertain who of their membership are non-citizens and voters and to take such steps as may be necessary to have such become voters just as soon as they are eligible, and be it further

"RESOLVED, That section 56 be amended by adding, 'He shall not a registered voter in the district in which the local exists agree in writing to become so within one year of being eligible.'

Secretary Smyth: "The committee refers this resolution to the Committee on Law."

The Chair: "If there are no objections that course will be taken. Hearing none, it is so referred."

#### Resolution No. 77.

"Resolution by Delegates John D. Rudge and William F. Wallace, Division No. 589, Boston, identified as Resolution No. 77, as follows:

"WHEREAS, It would seem that the abolishment of piecework on the miscellaneous departments of our organization is not likely to be accomplished by means of arbitration, and

"WHEREAS, Said piecework is detrimental to men so engaged and opposed to all the best traditions of unionism; therefore be it

"RESOLVED, That this convention go on record as being opposed to piecework being considered as a subject for arbitration, and demand its unconditional abolishment."

Secretary Smyth: "The committee concurs and recommends the adoption of the resolution."

Moved by Delegate Coleman, Division No. 618, and seconded by Delegate Burns, that the recommendation of the committee be concurred in.

Delegate M. C. O'Brien: "What is meant by piecework?"

The Chair: "It does not apply to the motormen or conductors."

Upon vote of the Convention the motion to concur in the recommendation of the Committee was carried.

The Chair stated that the Buffalo organization desired to know when the delegates would be ready to visit that city.

Moved by Delegate Rea, seconded by Delegate Davies that the Buffalo Local be notified that the delegates would be in that city Tuesday morning. Carried.

#### Report of Committee on Executive Board's Report.

The Chair declared in order the report of the Committee on Executive Board's Report.

The Committee on Executive Board's Report, by Committee's Secretary Breen, reported as follows:

"To the Delegates assembled:

"Your Committee on the General Executive Boards Report met at the Bristol Hotel. After carefully revising the General Executive Board's report, your Committee reach-



ed the conclusion that it was unnecessary to give a detail report on the actions and decisions of the General Executive Board for the past two years.

"After a careful consideration of the actions and decisions of the G. E. B. your Committee earnestly and unanimously advises and recommends that the report be concurred in by this Convention.

"In conclusion your Committee recommends that this Convention extend to the G. E. B. a rising vote of thanks for the true and faithful way in which they properly conducted the affairs of this association for the past two years."

Moved by Delegate Goldwater and seconded by Delegate Dinneen, that the report of the Committee be concurred in.

G. E. B. Member McMorrow: "The Committee has made no reference to the recommendation in regard to the property of the organization and the recommendation in regard to amending Section 97, should be referred to the Committee on Law."

Moved by Delegate Quinlan, seconded by Delegate Allen that the portion of the report referred to, be recommitted to the Committee for further recommendation. Carried.

By vote of the Convention the motion to adopt the portion of the report of the Committee submitted was carried.

The recommendation that a vote of thanks be tendered the General Executive Board as an appreciation of their work was carried by a rising vote.

#### Report of Committee on Law.

The Chair declared in order the report of the Committee on Law.

The Committee on Law, by Committee's Secretary Rooney, reported as follows:

##### Resolution No. 1.

Resolution by Delegate W. D. Robbins and a committee of Division No. 113, Toronto, Can., and identified as Resolution No. 1, as follows:

"That in Section 9 of the Constitution and General Laws, at the end of fifth line and after the word 'election' the following words be added: 'Provided they have attended at least four meetings of the Local Division during the year previous to the nominations.'"

Secretary Rooney: "The Committee non-concurs, as it would be almost impossible to keep track of the attendance for one entire year in order to get the attendance of four meetings previous to the nominations."

Moved by G. E. B. Member McClenathan, and seconded by Delegate Young that the recommendation of the Committee be concurred in. Carried.

##### Resolution No. 3.

"Resolution by Delegates John T. McGrath and M. H. Kernan, Division No. 168, identified as Resolution No. 3, as follows:

"Division No. 168, Amalgamated Association of Street and Electric Railway Employees of America, through its delegates, John T. McGrath and M. H. Kernan, pro-

poses the following amendment to the Constitution and General Laws:

"Amend Section 95, Article 4, which reads as follows: 'There being no surviving lineal heirs, as above described, payment shall be made to collateral heirs, brothers and sisters,' and the same is hereby amended to read as follows: 'There being no surviving lineal heirs, as above described, payment shall be made to collateral heirs, brothers and sisters, or children of deceased brothers and sisters.'"

Secretary Rooney: "Your Committee concurs and recommends the adoption of the resolution."

Moved by Delegate McClenathan and seconded by Delegate Sturtz that the recommendation be concurred in. Carried.

##### Resolution No. 7.

Resolution by J. J. Bruce and W. S. McClenathan, Division No. 308, identified as Resolution No. 7, as follows:

"To amend Section 69 of General Laws to read as follows:

"When charges are preferred against any member or members, such charges shall be in writing, signed by at least five members in good standing. The remainder of Section 69 to read as at present, except to strike out the word 'after' and insert the words 'at its first regular meeting.'"

Secretary Rooney: "The Committee recommends that the first sentence of Section 69 be amended to read: 'When any charge or charges are preferred against any member or members such charge or charges shall be in writing, signed by at least five members in good standing, and that such charge or charges shall be brought before the regular meeting.' Also strike out the word 'after' and insert 'at' in the tenth line from the bottom of page 24."

Moved by Delegate Kerrigan and seconded by Delegate McNamara that the recommendation of the Committee be concurred in. Carried.

##### Resolution No. 10.

"Resolution by Delegate Peter J. Rooney Division No. 22, Worcester, Mass., identified as Resolution No. 10, as follows:

"RESOLVED, That the second paragraph on page 35 be amended by adding the words 'any one of,' before the word 'those' in the seventh line so as to read 'Neither does it interfere with any will or testament of the deceased member, providing that the said will or testament embraces as beneficiaries 'any one of' those specified in this section.'"

Secretary Rooney: "The Committee finds the sense of the resolution is contained in Resolution No. 72, and therefore substitutes No. 72 for 10, and recommends its adoption. Resolution No. 72 reads:

##### Resolution No. 72.

"Resolution by Delegate Wm. T. Sharp, Division No. 589, Boston, Mass., identified as Resolution No. 72, as follows:

"To the Committee on Law:  
"Amend Section 95, second paragraph, page 35, to read: 'Neither does it interfere

with the right of any member to make a will or testament, provided said will or testament embraces as beneficiaries any or all of the relations specified in this section."

Moved and seconded by Delegates Black and Courtland that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 13.

"Resolution by Detroit Delegates, Division No. 26, identified as Resolution No. 13, as follows:

"RESOLVED, We add to Section 97 of the General Laws: 'When said disability is sustained in the ninth, tenth and eleventh consecutive years of continuous membership eight hundred dollars, and during the twelfth, thirteenth and fourteenth consecutive years of membership nine hundred dollars and during the fifteenth consecutive years and thereafter one thousand dollars.'"

Secretary Rooney: "The Committee recommends non-concurrence."

Moved by Delegate Robbins and seconded by Delegate Conn that the recommendation of the Committee be adopted.

Delegate Anderson favored the resolution and opposed the recommendation of the Committee.

Delegate Bruce supported the recommendation of the Committee and referred to the large number of resolutions submitted to the Committee containing provisions that would require added expenditures, but none submitted providing for an increase in the revenues.

Delegate Wiley supported the recommendation of the Committee.

Delegate Goldwater opposed the recommendation of the Committee.

Delegate Quinlan, Chairman of the Committee on Law, supported the Committee's recommendation, and would prefer to have the old age benefit increased rather than the death benefit.

Delegate Murphy suggested that if anything were done to increase the benefits something should be done to increase the dues to meet the added expenditure.

Delegate Kerrigan held that it would be unwise to change the present benefit policy of the organization.

Upon vote of the Convention the motion to concur in the report of the Committee was carried.

#### Resolution No. 14.

"Resolution by Detroit Delegates, Division No. 26, identified as Resolution No. 14, as follows:

"RESOLVED, That we add to Section 96 of the General Laws the following: 'In the event of death during the ninth, tenth and eleventh consecutive years of continuous membership eight hundred dollars, and in the event of death during the twelfth, thirteenth and fourteenth consecutive years of membership nine hundred dollars and during the fifteenth consecutive years and thereafter one thousand dollars.'"

Delegate Rooney: "The Committee recommends nonconcurrence."

Moved by Delegate Robbins and seconded by Delegate Bruce that the recommendation of the Committee be concurred in.

Delegate Anderson: "After hearing the vote taken on the resolution in regard to disability I presume there is not much use talking on the death proposition."

Upon vote of the Convention the recommendation of the Committee was adopted.

#### Resolution No. 15.

"Resolution by Edward J. Schaff, Local Division No. 194, identified as Resolution No. 15, as follows:

"Consent and authority is hereby given by the International Association to the Local Division No. 194, to amend Article XI, Section 1, of the By-Laws of Local Division No. 194, in accordance with Article XVII of that Local, to read as follows:

"Section 1. First, Initiation Fee, \$2.50; second, Monthly Dues, \$1.00; third, Obligatory Badge, 50 cents; Monthly Benefit Assessment, 25 cents."

"Section 7. The monthly benefit assessment of 25 cents shall be paid every month at the time of the payment of the monthly dues, and shall be placed on the working card of each member; the local treasurer shall keep separate accounts showing the separate amounts of benefit assessments received from the respective barns located within the jurisdiction of this Local; after a member shall be sick for thirty days, he shall be entitled to receive not more than \$1.50 per day for a period of thirty days beginning on the day that his sickness starts; this sick benefit shall come out of the account of benefit assessments of the barn to which the particular member belongs; the purpose of this provision being that no member shall receive any benefit from any other barn outside of his own barn tax; provided further that this benefit assessment provision shall accomplish the purpose of the various subscription benefit lists gotten up at the different barns on pay-day, and that no such lists shall be permitted at any of the barns."

Secretary Rooney: "The Committee recommends that the resolution be referred to Local Division No. 194 for enactment, and then such enactment would be either approved or disapproved by the International President, as the laws of our organization provide."

Moved by Delegate Cahill and seconded by Delegate Higgins that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 16.

"Resolution by Edward J. Schaff, Local Division No. 194, identified as Resolution No. 16, as follows:

"Consent and authority is hereby given by the International Association to Local Division No. 194 to amend Article XIV of the By-laws of Local Division No. 194, in accordance with Article XVII of that Local, to read as follows:

"Section 5. No member shall make out or file with the Railway Company any card or

complaint in any form whatsoever, against any brother member, unless he previously files with the Secretary of the Local Division, a written statement of his intention of so doing, together with a written statement of the charges on which he bases his complaint; these statements shall be filed with the Secretary not less than twenty-four hours before the card or complaint is filed with the Railway Company; the Secretary, immediately upon receiving the said statements shall communicate that fact to the member against whom the complaint is made; failure to comply with this section shall constitute a misdemeanor, and shall be punishable by a fine of \$500."

Secretary Rooney: "The Committee recommends nonconcurrence."

Moved by Delegate Sturtz and seconded by Delegate Dacey that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 17.

"Resolution by Edward J. Schaff, Local Division No. 194, identified as Resolution No. 17, as follows:

"Consent and authority is hereby given by the International Association to the Local Division No. 194, to amend Article XVI of the By-laws of Local Division No. 194, in accordance with Article XVII of that Local, to read as follows:

"Section 5. The President of the Local shall be ex-officio a delegate to the general convention, provided that he possess the qualifications specified by the provisions of the By-laws of the International Association relative to the selection of delegates to the General Convention."

Secretary Rooney: "The Committee recommends that this be referred back to the Local."

Moved by Delegate Scheidacker and seconded by Delegate Gleason that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 21.

"Resolution by Delegates M. C. O'Brien and Jeremiah Dinneen, Division No. 241, identified as Resolution No. 21, as follows:

"To cut out the word 'Friends' on fourteenth line of Section 94 and add to said section, where the beneficiaries do not have charge of the funeral, it shall be the duty of the Local Division to take full charge and no other person or persons shall have any authority to contract any bills in the name of the Local Division or this Association."

Secretary Rooney: "The Committee recommends that Section 94, page 34, of the General By-laws be amended as follows: 'If the funeral arrangements are not in charge of the beneficiary, it shall be the duty of the president of the Local Division, or his deputy, to take full charge of the funeral arrangements, and no other person or persons shall have authority to contract bills in the name of the Association.'"

Moved by Delegate M. C. O'Brien, second-

ed by Delegate Sturtz, that the recommendation of the committee be concurred in. Carried.

#### Resolution No. 23.

"Resolution by F. A. Hoover, Division No. 101, Vancouver, B. C., identified as Resolution No. 23, as follows:

"To amend Sec. 112, of the Constitution and Laws by adding the following words at the end of this section:

"Except in case that 90 per cent or more of the membership in the divisions affected, vote in favor of a strike and with the approval of the International representative in charge of the dispute the Local Divisions shall be entitled to all support in accordance with the Constitution."

Secretary Rooney: "The Committee recommends nonconcurrence."

Moved by Delegate Bruce and seconded by Delegate Sturtz that the recommendation of the Committee be concurred in.

Delegate Hoover spoke in support of the resolution, and stated the experience his division had with the Conciliation Board appointed under the Industrial Disputes Investigation Act of Canada.

Delegate Quinlan defended the report of the Committee upon the point that it was not thought advisable to give one member of the General Executive Board who might be on the ground any more power than was given to the other members.

Delegate Bruce favored the recommendation of the Committee.

Upon vote of the Convention the recommendation of the Committee was concurred in.

#### Resolution No. 24.

"Resolution by Detroit Delegates, Div. No. 26, identified as Resolution No. 24, as follows:

"WHEREAS, The report of the International President shows that the organization is in a good financial condition and that the old age and disability fund shows a great improvement since the last convention, and

"WHEREAS, The law now states that a member must be 20 years a member of the organization and be 65 years of age in order to receive an old age benefit, and

"WHEREAS, We think that 65 years of age is a high age for this nerve racking occupation. Therefore be it

"RESOLVED, That we amend Sec. No. 102, by striking out the age limit 65 and inserting the age limit at 62."

Secretary Rooney: "The Committee recommends nonconcurrence."

Moved by Delegate Robbins and seconded by Delegate Coulthard that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 26.

Resolution by Francis Walsh, Div. No. 238; Jas. O'Brien, Div. No. 240; Thos. Shanley, Div. No. 240; Edward Sweeney, Div. No. 551; Patrick J. Fell, Div. No. 280; Percy Chamberlain, Div. No. 378; Wm.

Keating, Div. No. 174; Harold Scott, Div. No. 261; Wm. Gould, Div. No. 253; Alex. Smyth, Div. No. 249, and Lawrence Haverty, Div. No. 246, identified as Resolution No. 26, as follows:

**"RESOLVED,** That the words 'sixty-five' on the fifth line of Section 102 of the Constitution and General Laws be changed to read 'sixty.'

Secretary Rooney: "The Committee recommends nonconcurrence."

Moved by Delegate Bruce and seconded by Delegate Summers that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 27.

"Resolution by Francis Walsh, Div. No. 238; Jas. O'Brien, Div. No. 240; Thos. Shanley, Div. No. 240; Edward Sweeney, Div. No. 551; Patrick J. Fell, Div. No. 280; Percy Chamberlain, Div. No. 373; William Keating, Div. 174; Harold Scott, Div. No. 261; Wm. Gould, Div. No. 253; Alex. Smyth, Div. No. 249, and Lawrence Haverty, Div. No. 246, identified as Resolution No. 27, as follows:

**"RESOLVED,** That the Constitution shall be so amended that the International President shall define the articles of arbitration, so that no article or subject shall be introduced before the Arbitration Board, other than those submitted by the International President, and upon failure to agree upon such articles, the International President shall order a strike at his discretion."

Secretary Rooney: "The Committee recommends nonconcurrence."

Moved by Delegate Anderson and seconded by Delegate McGregor that the recommendation of the Committee be concurred in.

Delegate F. A. Walsh discussed the arbitration of the agreement of the Bay State System, and quoted from the argument of Fred Fay before the Massachusetts Board. He spoke of the great cost of the arbitration to the organizations and the disappointment it was to the members.

Delegate Wiley quoted Section 108 of the Constitution, and stated that under it the International President had power to take care of the matter, and it was unnecessary to adopt another resolution to cover the point.

Delegate Quinlan stated that the Committee felt the request contained in the Resolution is amply covered in the present laws. He referred to the manner in which the situation had been taken care of in Chicago at the time of the recent strike.

Delegate Shanley: "Do you think we have the same privilege under the present section that we are asking for in the resolution?"

Delegate Quinlan: "I think you have. This clause says you can make the conditions of arbitration before you accept, and if you cannot you have the prerogative to strike."

Delegate Shanley: "I ask the International President."

The Chair: "Under the present law my opinion is that you have the right to fix your terms of arbitration, and that has been done in a number of cases in the past two years; it was done in the Chicago case, it was done in the Detroit case and it was done in Providence."

Delegate Bruce stated that the committee felt the arbitration clause in the present laws is ample to take care of the situation.

Delegate O'Brien, Division No. 240, described the manner in which the Bay State System arbitration had been conducted and the dissatisfaction that resulted from the award.

Delegate Anderson discussed the question briefly, and stated that the present arbitration law would cover fully any case that might arise.

Delegate Smyth spoke in favor of the resolution, and during his discussion spoke of the hard work done by Board Member Fred Fay and the capable manner in which he had conducted the fight for the organizations; that the resolution was introduced to bring the matter forcibly to the attention of the men in all parts of the country, and particularly to the attention of the President and G. E. B. so that if it is possible for them to do so they can draw up some kind of an agreement to place before the company at the time of making the next agreement, and if the company does not accept it the International President can tell them the course to pursue.

Delegate Sheehan described many incidents that occurred during the arbitration in Boston.

Vice-President Hoover in the chair.

President Mahon, in discussing the question, said in part:

"When we get the worst of an arbitration proposition or any other proposition we should not attempt to change our laws simply because we were defeated in something. The delegate from the Bay State says the resolution was brought here in order to bring up a discussion on it. This may be the only opportunity we shall have to discuss it in this Convention. Whether you have a law on arbitration or not you will find in two-thirds of the cases at least that by public sentiment you will be forced to submit to arbitration. Whatever we may do, that sentiment brought about by the agitation in the papers for the settlement of these matters brings them to arbitration."

"Arbitration is a matter that is greatly misunderstood. Many people imagine that arbitration is a compromise. Practically every arbitration case depends upon the three arbitrators selected. The lawyers have a false conception of our arbitration; they take hold of it as they do a case in court where there are prescribed rules of evidence to be followed. In arbitration there are no prescribed rules, only the rules we agree upon. I told our men in Chicago to outline the policy they were going to follow and the rules the witnesses were to follow and to tell the witnesses to say what they pleased on the stand."

"I understand the situation on the Bay State as well as any man here, although I was not there. I have dealt with the Bay State situation from the day it was organized, and no man worked harder to get our forces in line on the Bay State than I did. Talk of striking on the Bay State? I hope you are in a position now to strike if you want to. I found the time when you would not and when you could not unite forces on the Bay State for a strike."

The International President spoke at some length of past work on the Bay State, and in concluding said: "You have this arbitration award. Under our rules you will have to live up to it. When the next one comes around you can say what shall be submitted, what the questions are, how long you are going to take to arbitrate and when the decisions shall be rendered. If they give a decision on something that has not been submitted you will not have to accept it. You have got the worst of this case and want to wipe out the law to change the conditions. You cannot do it. If you wipe out all the laws you have got the case will stand as it is."

Upon vote of the Convention the motion to concur in the recommendation of the Committee was carried.

President Mahon in the chair.

#### Report of Committee on Executive Board's Report Continued.

The Chair declared in order the report of the Committee on Executive Board's report.

The Committee on Executive Board's Report, by Committee's Secretary Breen, reported as follows:

"On page 30 of the G. E. B. report is a recommendation that reads as follows:

"Pertaining to the Association property in Detroit your Board reports that the lot upon which is erected the Association headquarters building has a frontage of 72 feet and a depth of 166 feet. This leaves available for building purposes, or any other purposes to which the Association may deem advisable to commit it, a rear lot of 72 by 90 feet of available space. It was reported to your Board that a property building can be erected upon this space which can be rented at an appreciable rental and which would give promise of income of funds more than enough to make the entire property self-supporting. It was enacted by your Board to recommend to the Convention that authority be granted for the erection of a building upon this property for rental purposes."

"Your Committee recommends that the Board be authorized to construct a suitable structure on the Detroit property."

Moved by Delegate Rea and seconded by Delegate Droogan that the recommendation of the Committee be concurred in. Carried.

Secretary Breen read the following portion of the report of the G. E. B.:

"The great number of claims coming to your Board for adjustment are those for disability benefits of a nature of problematical cause. The filing of such claims seems

to be inspired by the loose provisions of Section 97, wherein it reads:

"Or is suffering from any affliction, the cause of which can be traced directly to the occupation while in the service as a street and electric railway employee, that will disable him from ever following occupation as a street and electric railway worker."

"This provision leads to the filing of claims for various natural and constitutional infirmities the incapacity from which is as presumptive to have been delayed as caused by the occupation. Yet it seems to be no trouble to obtain the certification of a sympathetic physician that it is his opinion that the occupation is the cause, or, as some of them put it, 'the occupation is, without doubt, a contributing factor,' etc. The law is strong enough and reads and means enough, but the language seems to be misunderstood. We would recommend that the provision be changed to read:

"Or is suffering from any affliction the cause of which is an accident or injury sustained in the occupation while in service as a street and electric railway employee from which the afflicted member is permanently disabled from following any occupation as a street or electric railway worker, and said accident or injury shall have occurred subsequent to December 31, 1912, shall be entitled to disability benefits," etc.

"We would also recommend that the section be further amended to provide 'that no benefit shall be paid under the provisions of this section in any case at any time of actual street railway employment of the member upon whose disability benefit claim is filed.'"

Secretary Breen: "Your Committee recommends that this be referred to the Committee on Laws."

Moved by Delegate Droogan and seconded by Delegate Sturtz, that the recommendation of the Committee be adopted. Carried.

Secretary Breen: "That completes our report which is signed by your Committee on Executive Board's Report, as follows:

THOMAS F. SHINE, Division No. 589, Boston, Mass., Chairman,

DAVID J. REID, Division No. 241, Chicago, Ill.,

H. R. WELLER, Division No. 272, Youngstown, Ohio,

MARTIN BREEN, Division No. 281, New Haven, Conn., Secretary,

G. E. BOUCK, Division No. 343, Kalamazoo, Mich.,

H. A. MONGER, Division No. 380, Elyria, Ohio,

FRED W. F. ANDREWS, Division No. 476, Norwalk, Conn.,

HARRY F. FLYNN, Division No. 477, Philadelphia, Pa.,

DAVID H. COLEMAN, Division No. 540, Trenton, N. J.,

JAMES H. COLEMAN, Division No. 618, Providence, R. I.,

THEO. BRITENSTEIN, Division No. 628, Covington, Ky.

Vice-President O'Brien: "Several resolutions have been introduced in regard to Brother Fay. I therefore move that our International President and Secretary be instructed to draft a telegram sending Brother Fay the sympathy of this Convention and express our hopes for his recovery."

The motion was seconded by Delegate Bruce and carried.

The Chair announced that a request had been made that possession of the Convention Hall be given at 4:30 o'clock in order that it might be cleared for the ball to be held in the evening.

At 4:30 the Convention was adjourned to 9 o'clock a. m., Saturday, September 18th.  
W. D. MAHON, Chairman,  
Per. R. L. REEVES, Secretary.

#### Sessions of the Sixth Day. MORNING SESSION.

Saturday, September 18, 1915.

The morning session of the sixth day was called to order at 9 o'clock a. m., Saturday, September 18th, International President William D. Mahon in the Chair.

Delegate Lynch asked the chairman if Resolution No. 31 had been acted upon by any committee.

Delegate O'Brien, Division No. 241, objected to the including of the resolution in the printed proceedings.

The Chair stated that he had no knowledge of such a resolution having been introduced, and that it should not have appeared in the minutes.

Moved by Delegate Mills and seconded by several delegates that the resolution be stricken from the records. Carried.

**Final Report of Committee on Resolutions.**  
The Chair declared in order the report of the Committee on Resolutions.

The Committee on Resolutions, through Committee's Secretary Smyth, reported as follows:

Secretary Smyth: "Resolution No. 20 was referred back to the committee for further consideration, and we now desire to report the following in lieu of Resolution No. 20:

**Substitute for Resolution No. 20**

"WHEREAS, There have gone to the war over 600 of our members, many of them never to return, but to those who do come back the employing companies have pledged themselves to give full seniority, and in view of their getting these full seniority rights upon their return, the Local Division has decided to continue their membership while away, and

"WHEREAS, In view of the Industrial depression and reduction of carrying these members, it has become a heavy load for the local, therefore be it

"RESOLVED, That the Local be temporarily relieved from the payment of per capita tax on these members, they to be placed in good standing in the Association as to death, disability and old age benefits, upon their return to the service, provided they are in such physical condition as to comply

with Section 63 as amended by this Convention, and providing that the Local shall pay to the International Association all moneys due it that have accrued during their absence."

Secretary Smyth: "The Committee recommends the adoption of the resolution presented by the Committee."

Moved by Delegate Robbins and seconded by Delegate Conn that the recommendation of the Committee be concurred in. Carried.

Secretary Smyth: "The Committee on Resolutions respectfully submits this as their final report. (Signed).

J. B. WILEY, Division No. 111, Chairman,  
L. S. SHERMAN, Division No. 114,  
M. H. KERNAN, Division No. 168,  
WM. KEATING, Division No. 174,  
OSCAR L. CHRISTIANSON, Division No. 262,

FRED SCHULTZ, Division No. 268,  
WM. MYLAN, Division No. 308,  
RALPH D. PETERS, Division No. 362,  
EDWARD CARR, Division No. 623,  
JOHN DOWNING, Division No. 627,  
ALEX SMYTH, Division No. 249, Secretary.

Moved by Delegate Brannigan and seconded by Delegate Allen that the final report be received and the Committee on Resolutions be discharged with the thanks of the Convention. Carried.

#### Report of Committee on Inspection of Books and Audits of the General Office.

The Chair declared in order the report of the Committee on Inspection of Books and Audits of the General Office.

The Committee, through Committee's Secretary McClenathan, reported as follows:

"The Committee on Inspection of Books and Audits of the Central Office, appointed in accordance with our laws, submit the following:

"The books had previously been audited by Englehart & Co., chartered accountants of Detroit, Mich. The audit shows the following results:

Cash balance July	
31, 1913 .....	\$213,576.74
Division loans July	
31, 1913 .....	2,701.75 \$216,278.49

Receipts August 1, 1913 to July	
31, 1915 .....	892,930.72

\$1,109,209.21

Disbursements August 1, 1913,	
to July 31, 1915 .....	649,996.66

Balance on hand July 31,	
1915 .....	\$ 459,212.55

Deposited as follows:  
Peoples State Bank. \$367,522.18  
First & Old Detroit  
National Bank ... 54,797.83  
Peoples State Bank,  
Contingent

Fund .	\$2,387.53
Due to	
officers	387.53 2,000.00

Peoples State Bank, Bonding Indemnity Department . . .	2,381.53
Cash in Safe Deposit Vault . . . . .	5,000.00
Association Head- quarters, building and land . . . . .	26,005.19
Petty cash . . . . .	15.00
Cash at post office to credit of Motor- man and Conduct- or . . . . .	84.20
Emblems (inventory)	198.82
Supplies (inventory)	207.82
Division loans (Div. 645, Indianapolis, Ind.) . . . . .	1,000.00
	<hr/> \$459,212.55

"Your Committee, after making a careful and thorough inspection of the accounts and business system in vogue at our Association Headquarters, were highly pleased and impressed with the up-to-date methods and simplicity of the system, and its absolute accuracy is very apparent.

"The system in vogue shows the different per capita accounts of Local Divisions, distributed to the various funds without any complex situations, the simplicity of which cannot be too highly spoken of, and our Association is to be congratulated on the efficient corps of experts having this work in charge. We, your Committee, unhesitatingly pronounce the same perfection itself.

"We wish to call especial attention to the wonderful increase in our Association funds in the face of the general depression existing throughout the country, the General Fund having more than doubled in the past two years, the actual increase showing 111 per cent. Such a magnificent showing of business ability and efficiency upon the part of our International President and General Officers commends itself to the gratitude and appreciation of every member of our Association.

- "WILLIAM TABER, Division No. 241, Chicago, Ill., Chairman,
- "P. J. McGRATH, Division No. 85, Pittsburgh, Pa.
- "W. M. REA, Division No. 268, Cleveland, Ohio,
- "ANDREW F. O'MEARA, Division No. 245, Hartford, Conn.
- "MATHIAS J. NESDALE, Division No. 589, Boston, Mass.,
- "CHRIS. DANIEL, Division No. 618, Providence, R. I.,
- "R. C. BRONSON, Division No. 623, Buffalo, N. Y.,
- "CHARLES SAMPSON, Division No. 627, Cincinnati, Ohio,
- "W. S. McCLENATHAN, Division No. 308, Chicago, Ill., Secretary of Committee."

Moved by Delegate Breen and seconded by Delegate Winfield that the report of the Committee be adopted. Carried.

The Chair: "Simply to warn the delegates of the tactics that are being used in trying to injure the organization and its officers and especially to injure the men who are now on strike in Tarentum, Pa., I wish to make a statement at this time.

"I have a copy of a letter that has been sent out to the members, which reads:"

The Chair read an anonymous letter being circulated among Tarentum, Pa., striking members designed to discourage them by telling them they would get no support from Division No. 85 or the International. It enclosed a photographed letter of President Mahon to Vice-President W. F. Welch written prior to the strike and stolen from the effects of Vice-President Welch.

The Chair: "The photographed copy of the letter referred to is a copy of a communication I wrote to Brother Welch when he went to Tarentum to handle the situation."

The Chair stated further that the men on strike were receiving their benefits and that Division No. 85 was assisting them by raising money to furnish a bus service and in other ways.

Delegate Deem assured the delegates that such tactics would not avail against the Tarentum strike.

Delegate Ward, Division No. 85, stated he was glad the letters had been read so the Pittsburgh delegation would know what was being done. He recited briefly some things being done by the Pittsburgh Division to help the men engaged in the Tarentum strike, and assured the Convention that help would be continued.

Report of the Committee on Appeals from Decisions of the General Executive Board.

The Chair declared in order the report of the Committee on Appeals from Decisions of the G. E. B.

The Committee on Appeals from Decisions of the G. E. B., through Committee's Secretary Jones, reported as follows:

Secretary Jones:

"In the case of Brother W. C. Dixon, Division No. 268, Cleveland, Ohio, who took an appeal from the decision of the General Executive Board in his claim of disability: In view of new evidence that was presented to your Committee we recommend that the matter be referred back to the General Executive Board for further consideration."

Moved by Delegate Davies and seconded by Delegate Cahill that the recommendation of the Committee be concurred in. Carried.

Secretary Jones: "In the case of Brother George Graves, of Division No. 192, Oakland, Calif., for disability, your Committee recommends that it be referred back to the General Executive Board for their consideration, because of evidence being presented that had not been considered in the appeal to the General Executive Board."

Moved by Delegate Winfield and seconded by Delegate Cahill that the recommendation of the Committee be concurred in. Carried.

Secretary Jones: "In the appeal of Division No. 26 from the decision of the General Executive Board in behalf of Brother Michael Murphy, a member of Division No. 26, your Committee recommends concurrence in the action of the General Executive Board."

Moved by Delegate Breen and seconded by Delegate Callahan that the recommendation of the Committee be concurred in.

Delegate Anderson, Division No. 26, in discussing the question, said in part:

"This is a peculiar case, one of long standing. At the time of the consolidation of several lines, when the electric car took the place of the horse car the men of this Association had no laws before them governing seniority, but settled the matter by what was known as the vice versa system; that is, when two lines were consolidated one line would take the even numbers and the other the odd numbers. That is the way this case was settled at that time, and it was satisfactory to every man at the time of the decision. Michael Murphy at that time was a party to the settlement, and was satisfied with it for fifteen years, never said a word about it until one day he asked the business agent to take it up. The business agent did not go to the Local but to the company. He was told that the question had been settled by the Association and the company. It had been in our agreement for a number of years. It is not in our agreement now, but it was simply cut out by the Division and through no action on Murphy's part. He brought the question before our Board claiming seniority rights. Because of the long standing of the matter they laid the question on the table. They didn't care to go into it. There were men in that meeting who were officers at the time of the consolidation and they concurred in the action of our Executive Board. Brother Murphy appealed to the International President and he overruled the decision of our Division and granted him his seniority."

Delegate Cahill stated on behalf of the Committee that they felt the only way to settle the question was under the present laws of the Association, and disagreed with the contention of the Division that the matter was settled permanently at the time of the consolidation of the lines.

Delegate Callahan stated that the position taken by the Committee was that the law of the Association is supreme and should be followed in preference to an agreement such as referred to by Delegate Anderson.

President Mahon gave a brief history of the case, and in concluding said: "The convention made a law. You attached to the law in the Chicago convention that men who prior to the organization had lost their places by misses should not be considered. But as time went on we said that was wrong and that they should be considered. The Convention said to me as an officer: 'Whenever an appeal comes to you where a man lost his place by missing, if it was ten years before this organization was formed, you give him his correct place. Hereafter

a man shall have his rights according to his place in the service.' In this case I had nothing to do but follow the law."

Delegate Daley stated that under the constitution Michael Murphy was entitled to barn seniority, but the members felt the matter should be brought before the convention.

Delegate Breen stated that a vital question was involved in the decision that would affect other roads seriously if it were not upheld. He urged the Convention to adopt the recommendation of the Committee.

Upon vote of the Convention the motion to concur in the recommendation of the Committee was carried.

Secretary Jones: "That completes the report of the Committee, which is respectfully submitted and signed as follows:

M. J. CAHILL, Division No. 618, Providence, R. I.,  
JOSEPH THOMAS, Division No. 85, Pittsburgh, Pa.,  
MYLES P. CALLAHAN, Division No. 241, Chicago, Ill.,  
WM. H. MATHEWS, Division No. 497, Pittsburg, Kansas,  
S. J. ALLEN, Division No. 558, Shreveport, La.,  
P. T. NOON, Division No. 582, Utica, N. Y.,  
MATTHEW J. HIGGINS, Division No. 589, Boston, Mass.,  
FRANK O'SHEA, Division No. 623, Buffalo, N. Y.,  
ALBERT E. JONES, Division No. 627, Cincinnati, O.,

Committee on Appeals.

#### Cornelius Memorial.

The Chair declared in order the report of the Committee on Cornelius Memorial.

The Committee on Cornelius Memorial, by Committee's Secretary, Vincent Tuero, reported as follows:

"We, your Committee, which were duly appointed to draft resolutions of condolence on the death of our late Brother and General Executive Board Member Richard Cornelius, do hereby submit the following:

"WHEREAS, The Almighty God, in His infinite wisdom, has removed from among us, one of our worthy and esteemed brothers, Richard Cornelius, and

"WHEREAS, His long and faithful service in the discharge of his duties to this Association, make it eminently fitting that we record our full appreciation of him, and

"WHEREAS, The wisdom and ability which he has always exercised in aid of our Association and the services and council which he gave to this Association during the many years in which he was an officer and member of it will be always held in grateful remembrance, and

"WHEREAS, The sudden removal of such a life from our midst leaves a vacancy and a shadow that will be deeply realized by all the members and friends of this Association and his death will not only prove a loss to our Association but to organized labor in general and to the community of which he was an honored member, therefore be it



"RESOLVED, That in deep sympathy with the bereaved relatives and friends of our late Brother and General Executive Board Member Richard Cornelius, we the delegates to the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, held in Rochester, N. Y., Sept. 13, 1915, express our sincere hope that even so great a loss to us all may be compensated for by Him who doeth all things well, and be it further

"RESOLVED, That a copy of these resolutions be entered on the minutes of this Convention and copies be published in the Motorman and Conductor and the Union Leader, and that a copy be forwarded to the family of our late brother.

MAURICE LYNCH, Division No. 241, Chairman,

ALBERT H. BROWN, Division No. 645,

JOSEPH S. DROOGAN, Division No. 148,

VINCENT TUERO, Division No. 623, Secretary,

W. D. MAHON.

Moved by Delegate McClenathan and seconded by Delegate Breen, that the resolution be adopted by rising vote. Carried by unanimous rising vote.

The Chair: "I desire to say a word at this time. I have not had an opportunity before. For a number of years a member of the Rochester Division, late Brother Charles H. McCrossen, was a delegate to the Conventions of the Association. He was president of the Rochester Local Division for a number of years, one of the ablest men within our councils, an able, conservative, conscientious union man. He died suddenly in this city during the past year. Proper resolutions have been adopted by the Division expressing their appreciation of Brother McCrossen, but inasmuch as he has been in our International Councils and assisted in our work it is appropriate that this Convention should say something in appreciation of him in life and express regret at his death."

The Chair appointed the members who had served on the Cornelius Memorial Committee to serve as a committee to prepare resolutions on the death of late Brother McCrossen, and added to the committee Delegates O'Dea and O'Sullivan, of Rochester.

Delegate O'Dea in brief remarks expressed the esteem and respect in which the deceased member had been held by the Rochester Division.

#### Report of the Committee on Ritual.

The Chair declared in order the report of the Committee on Ritual.

The Committee on Ritual, by Committee's Secretary Chamberlain, reported as follows:

Secretary Chamberlain: "Your Committee begs leave to report as follows on the first recommendation submitted to the Ritual Committee by President Mahon:

"A new section to be added in "Organization of New Divisions," to be known as "Instructions to Organizers Forming New Divisions" to read as follows:

#### Instructions to Organizers Forming New Divisions.

"The organizer, on assembling the men to organize a new Division, will take the chair and call the meeting to order. If addresses are to be made, he will introduce the speakers, and after the addresses the organizer will then appoint one or more men as the occasion requires, to act as temporary secretaries to enroll the members and receive the initiation fee from them. He will then have the men present, gather in one side or at one end of the hall and then have them pass up to the secretaries and give their correct name in full and pay their initiation fee, and then go to the vacant part of the hall.

"After all have been enrolled that desire to join the organization, the meeting will go into executive session, and those not desiring to enroll will retire. The organizer will then obligate all those enrolled, into membership, as this Ritual requires. He will then have the members elect a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Warden and Sentinel. These officers will be elected to serve for a semi-yearly term; the term to either expire on the 31st day of June or the 31st day of December, as the occasion may be. After this first term has expired, if the Division desires, it can make By-laws providing for officers to hold office for the term of one year if they desire, but it is desirable that the first term be a short one. The newly-elected officers shall act as an Advisory Committee and take the place of an Executive Board until an Executive Board is elected. The election of the Executive Board shall lay over until the next regular meeting of the Division, or until the Division feels that it is proper time to elect an Executive Board. Executive Board members should be distributed so as to cover the different stations and lines of the service, and to give each of the departments proper representation.

"After the election of officers, the organization will obligate each of them and give them a copy of the Constitution and Laws of the Association, and instruct them in their duties. He will also instruct the President that in case of any trouble arising to the newly-formed Division, that he shall call the officers together as an advisory committee to act at once upon the situation. The organizer will take charge of and hold all moneys received for initiation, and from other sources, until the Financial Secretary has been elected and qualified for his office. Should the organizer hold moneys for any period in organizing a new Division, he is empowered to forward to the General Office such moneys as are necessary to cover charter, enrollment and other expenses, and when turning over the money to the Division, will make a report of that amount expended and what expended for, and upon turning over the money take a receipt from the Financial Secretary for the same.

"Before adjourning the meeting, arrangements and the announcement, if possible, as to where the next meeting will be held, shall be made. The organizer should also im-

press upon each member that he shall act as a committee of one in securing members to be reported and obligated at the next meeting."

Secretary Chamberlain: "Your Committee concurs and recommends the adoption of the section recommended by the President."

Moved by Delegate Sturtz and seconded by Delegate Winfield that the recommendation of the Committee be concurred in.

Delegate Cahill suggested that the term of office of the first officers be one year instead of six months.

The Chair stated that sometimes the first officers were not the best men for the positions, being elected because they were popular; that if they fill the positions to the satisfaction of the members they are usually re-elected, and if they are not satisfactory six months is long enough to retain them.

Delegate Wiley supported the recommendation of the President.

Upon vote of the Convention the motion to adopt the recommendation of the Committee was carried.

Secretary Chamberlain: "The second recommendation of President Mahon is a new section to be added to the Installation of Officers, to be known as "Business Agent," and reads:

#### Business Agent.

"The duties assigned to you are of the greatest importance and upon you to a great extent depends the success of this Division Association. The duties of your office are defined in the Constitution and By-laws of the Local Division and in your obligation. Should any occasion arise not covered by the regulations therein contained, you are expected to act in accord with the dictates of common sense guided by an earnest desire for the best interest of the Association. It is indeed a great honor to be elected to a position of such importance. It is a much greater honor to prove yourself worthy of the confidence expressed by an official career of strict integrity and fidelity. Think well of your responsibilities and strive by good judgment and wisdom to merit the confidence your fellow workers have reposed in you."

Secretary Chamberlain: "The Committee concurs and recommends the adoption of the section."

Moved by Delegate Coleman, Division No. 618, and seconded by Delegate Brannigan, that the recommendation of the Committee be adopted. Carried.

Secretary Chamberlain: "The following resolution was referred to the Committee:"

#### Resolution No. 46.

Resolution by Delegate Samuel H. Everett, Division No. 269, Danbury, Conn., identified as Resolution No. 46, as follows:

WHEREAS, There are in all Local Divisions such members that do not obey the laws of the Association, and violate their

obligations, and abuse the officers, etc., therefore be it

RESOLVED, That our obligations be amended to read as follows:

"In the presence of the members (or member) assembled, I solemnly promise and pledge my sacred word of honor, that, without any reservation or evasion, I will support the Constitution and Laws of this Amalgamated Association of Street and Electric Railway Employees of America; that I will keep myself in good standing by the paying of all dues, fines and assessments that the Constitution and Laws of this Association require; that I will solicit and encourage my fellow-workers to become members of the same.

"I further promise and pledge that I will not take the place of any member of this organization, or any other union worker who may be on strike, or is locked out, and that I will work to promote and advance the best interests of this Association on all occasions; that I will not allow matters of a political difference to interfere with the discharge of my duties to this Association; that I will not reveal any of the private business of this Association to any one not entitled to know the same; that I will not countenance or join in slander or abuse of the officers or members of this Association; that I will report to the duly authorized officers, or to the meetings of this association, any false or slanderous stories that may be circulated to the injury of the officers or members of this Association. I also promise that I will not, knowingly, wrong a member, or see one wronged, without giving him due notice, if in my power so to do; that I will never appeal to any civic authority in matters pertaining to this Association until I have exhausted all the means of redress provided by the laws of this Association; that I will keep inviolate the traditional principles of the American laborer; to be respectful in word and action to every woman, and be considerate to the widow and orphan, the weak and defenseless, and never discriminate against a fellow worker on account of creed, color or nationality.

"I further promise to do all in my power to promote the cause of trade unionism and defend freedom of thought and trade union principles, whether expressed by tongue or pen, with all the power at my command. This obligation I take upon my honor, as a man, and solemnly promise to keep the same as long as life remains."

Secretary Chamberlain: "This adds the word 'Fines' after the word 'dues' in the first line on page 10; also adds the words 'that I will never appeal to any legal authority in matters pertaining to this Association until I have exhausted all other means of redress provided by the laws of this Association,' after the words 'if it is in my power to do so,' fifth line from bottom of page 10."

"The Committee changed the word 'civic' to 'legal,' and recommends the adoption of the resolution."

Moved by Delegate Breen and seconded by Delegate Brennen that the recommendation of the Committee be concurred in.

Delegate Anderson stated that the word "religious" which follows the word "political" in the Ritual had been omitted in the section head by the Secretary of the Committee.

Moved by Delegate Anderson and seconded by Delegate Nicholson that the word "religious" be added to the section. Carried.

Delegate Lowery suggested that the words "without giving due notice," should be stricken out.

The Chair stated that the words applied to the part of the sentence which reads, "or see him wronged," and was in its proper place.

Delegate Lynch also suggested that the word "Amalgamated" appear before the word "Association," wherever used.

Upon vote of the convention the motion to adopt the recommendation of the Committee was carried.

Secretary Chamberlain: "This completes the report of the Committee, which is fraternally submitted and signed.

"THOMAS HUSHION, Division No. 490,  
LESTER B. BROWNELL, Division No. 304,  
CLAUDE B. ONSTED, Division No. 333,  
SAMUEL H. EVERETT, Division No. 269,  
WM. DEEVY, Division No. 279,  
WM. H. GOULD, Division No. 253,  
A. F. BUSKIN, Division No. 132,  
JAMES M. O'BRIEN, Division No. 240,  
Chairman,  
PERCY CHAMBERLAIN, Division No. 373,  
Secretary."

Delegate Jones stated that Resolution No. 44 had been referred to the Committee on President's Report, but that it had not been reported upon by them.

The Chair: "It should have been referred to the Committee on Audits. If there are no objections the delegate can bring the resolution up at this time."

The Secretary read the resolution, as follows:

#### Resolution No. 44.

Resolution by Delegate A. E. Jones, Division No. 627, identified as Resolution No. 44, as follows:

WHEREAS, The report of our Honorable President brings to light some facts regarding shortage and defalcation in division associations, and

WHEREAS, The usual custom of depending entirely upon the report of committees selected from among the membership of Local Divisions to determine the financial standing of such Local Divisions does not prove satisfactory; therefore, be it

RESOLVED, That we the delegates regularly assembled adopt as the future policy of the A. A. of S. E. R. E. of A. a system whereby competent auditors shall be employed for the purpose of auditing the accounts of local divisions at least once a year, making all reports to the International President immediately upon completion of same.

Moved by Delegate McGrath, Division No. 168, and seconded by Delegate Weller, that the Convention nonconcur in the resolution. Carried.

The Chair: "My attention has been called to the death of one of the members of this organization who took part in many of our conventions. I refer to that sturdy union man and enthusiastic Amalgamated Association worker, William French, of Lynn, Mass. To the old delegates of the Convention, William French was well known. He was known and loved by all our membership in New England. In our work of organizing the Division in Boston he was on the firing line night and day. He was one of the most cheerful men, under any and all circumstances, it was ever my pleasure to meet. He was loyal and sincere to the work of this organization upon all occasions; in our conventions he was always looked for to create mirth and good feeling among the delegates. I feel there should be a record also of the death of Brother French, as we used to call him, "Big Bill," the Scotch wit, or the Harry Lauder of the Amalgamated Association."

The Chair appointed the Committee on the McCrossen Memorial to prepare suitable resolutions on the death of William French, and added to the Committee Delegates Walsh of Division 238, Higgins and Cahill.

Delegate Walsh, Lynn, Mass., expressed his appreciation of the tribute paid by the International President to the memory of William French, and spoke of the esteem in which he had been held by the New England members.

#### Report of General Executive Board.

The G. E. B. requested the privilege to present a current report.

The Chair declared in order a report of the General Executive Board.

By its Secretary the G. E. B. submitted that since arriving at the Convention a letter had been received from Rec. Secy. Jas. E. Griffin of Div. No. 101, Vancouver, B. C., that at a session of the G. E. B. held the evening of Sept. 18, the letter was submitted to the Board and the Secretary was instructed to read and report it to the Convention, together with a transcript of the G. E. B. proceeding upon the case.

The Secretary read the letter to the Convention. It was a protest against alleged "withholding the International support from our Division (101) at a time like the present when we (members of Division No. 101) are about to suffer a reduction in wages."

The transcript of proceedings of the G. E. B. upon the matter was read to the Convention.

The G. E. B. made a statement of the conditions prevailing in the Vancouver Local and the cause that led to the advice of the Board upon the situation.

Moved by Delegate O'Brien, Division No. 241, and seconded by Delegate Sturtz, that the letter contained in the report and other matters be referred to the Committee on G. E. B. report.

The Chair stated that the Committee had been discharged by the Convention.

Moved by Delegate O'Dea, in order to bring the matter properly before the Convention, and seconded by Delegate Callahan, that the report be concurred in.

Delegate Hoover discussed the question and dealt at some length with the work of the Conciliation Board and the manner in which the Board was formed. He referred to the manner in which his work had been performed and of the efforts that had been made to secure a better award for the members involved.

Delegate McClenathan supported the action of the General Executive Board.

Delegate Tompkins stated that the arbitration was not voluntary, that it was compulsory under the Canadian law; that if an agreement cannot be reached between the employees and the company a conciliation board must be applied for.

G. E. B. Chairman Fitzhgerald explained that the action of the Board was advisory and not mandatory.

Upon vote of the Convention the decision of the General Executive Board was approved, the vote being unanimous.

At 12 o'clock the convention adjourned to 2 o'clock p. m.

#### AFTERNOON SESSION.

The afternoon session of the sixth day was called to order at 2 o'clock p. m., Saturday, September 18th, International President William D. Mahon in the chair.

"W. D. Mahon, Rochester, N. Y.

The Chair declared in order reading of

The Secretary read the following telegram from Columbia, S. C., where a strike has been in progress:

"Strike settled satisfactorily. Resume work tomorrow.

(Signed) "A. A. GERALD."

The Chair: "For the benefit of the Canadian delegates I will report that we also have a telegram from Harry Clark stating that he has organized the men of Calgary and they have elected officers."

Both announcements were applauded by the delegates.

#### Report of Committee on Laws.

The Chair declared in order the report of the Committee on Laws.

The Committee on Laws, by Committee's Secretary Rooney, reported as follows:

##### Resolution No. 4.

Resolution by Delegates A. G. Schenck and J. B. Wiley, Division No. 441, identified as Resolution No. 4, as follows:

"WHEREAS, In several states our members have formed State Legislative Associations, and

"WHEREAS, Our International President, in his report to this convention, has recommended the extension of such associations, and

"WHEREAS, There are no provisions in our laws to govern such Legislative Associations; therefore, be it

"RESOLVED, That Section No. 42, be amended by inserting after the word "La-

bor" in the eleventh line, the following:

"Also State Legislative Associations composed of Street Railway Employees, who are members of Local Divisions of the A. A. of S. & E. R. E. of A., provided that the laws and rules of such associations have been approved by the International President of the Amalgamated Association of Street and Electric Railway Employees of America."

Secretary Rooney: "The Committee reports nonconcurrence."

Delegate Rea: "May I ask the reason for nonconcurrence?"

Secretary Rooney: "The Committee knew of no such associations that now exist. We are affiliated with the bodies the law requires us to be affiliated with, and it is optional with the Local Divisions, if legislative committees are formed in various states, to join them."

Delegate Rea spoke of the benefit the Ohio Legislative Committee had been in securing the enactment of laws beneficial to the organization.

Del. F. F. Sheehan: "I am of the opinion that the report of the Committee on President's Report states that where such bodies exist the Local Divisions should be affiliated send delegates and pay their proportionate share of the expenses, and that no member by word or action should do anything against the legislation sought. I believe that was adopted by this Convention."

The Chair: "That was adopted yesterday."

Delegate Quinlan stated that the Committee felt the matter should be left optional with the Local Organizations; that there was no need of having such legislative committees made permanent and have the membership taxed for their maintenance; that they could be formed when the legislatures were about to convene and after the work of the session is over be disbanded until again they were needed.

Delegate Wiley: "Yesterday, in the report of the Committee on President's Report we adopted the very thing the Committee non-concurs in. The report of the Committee on President's Report reads:

"We concur in the recommendations of the President and recommend that in states or provinces where Legislative Committees are formed all Divisions of our Association shall become affiliated, send delegates to do all in their power to further the interest of the legislation being secured and that they pay their proportionate share, and no member shall by word or act do anything to obstruct such legislation."

"That was adopted by the Convention."

The Chair: "In my opinion this is a different thing; it is a resolution for the formation of a state association. You cannot have state associations under our laws. You can have legislative committees."

Delegate Bruce described the manner in which the work of the legislative committees is carried on in Illinois.

Delegate Lewis described briefly the manner in which the legislative work was  
Delegate Nesdale stated that he was

heartily in favor of the recommendation of the Committee to nonconcur in the resolution providing for state associations, and described the success that had attended to the work of volunteer committees in Massachusetts.

Delegate Smyth stated that he believed the man who presented the resolution had the right idea, not so much in the matter of a permanent organization as in the plan to have all the Local organizations share the burden of striving for better legislation, not allow a few progressive Locals to do all the work and pay all the expenses.

Secretary Rooney defended the report of the Committee, and spoke at some length of the conditions that have prevailed in Massachusetts and the efforts of the organizations to secure legislation. He cited specific cases and described the part taken by the different Locals in the campaign to secure better laws.

The Chair stated that the question before the house was the report of the Committee on the resolution and asked that the delegates confine their remarks more closely to the question.

The question was discussed further by Delegate Smyth.

Delegate Higgins spoke of the splendid work performed by G. E. B. Member Fred Fay for the New England organizations.

Delegate Mills opposed the plan to form permanent organizations to look after legislative matters, and described briefly the manner in which the matter was handled in Illinois through committees formed just prior to the convening of the legislature, all the Locals affiliated with the State Federation being represented, also the railroad organizations and other bodies not affiliated with the State Federation.

The Chair spoke of the satisfactory manner in which legislative matters in Ohio had been taken care of by a committee formed at the time of the State Federation convention, the expense of which had been defrayed by a small assessment on the members of the affiliated organizations. He opposed state organizations as a danger to the Amalgamated Association.

Delegate Sheehan in discussing the question referred to the legislation secured in Massachusetts, and the manner in which it had been secured.

Delegate Scoble arose to a point of order, stating that the delegate was not discussing the question before the Convention.

The Chair declared the point well taken, and asked the delegate to discuss the question before the house.

Delegate Anderson described the manner in which Division No. 26 and other Divisions of Michigan had combined to consider laws they wished to work for in the legislature, and asserted that the plan was successful. He advocated forming legislative committees at the beginning of each session of the legislature, but not continuing them for the two years following the adjournment of the legislature.

Delegate Rea stated that when he had spoken against the report of the Committee he had not considered the difference between a state association and a state legislative committee, and felt that a state association might cause turmoil while a legislative committee would secure results beneficial to the members. He favored making support of such legislative committees compulsory.

Moved by Delegate Breen and seconded by Delegate Sturtz for the previous question. Carried.

Upon vote of the Convention the motion to concur in the recommendation of the Committee was carried.

### Resolution No. 28.

Resolution by F. L. Tozer, Division No. 589, Boston, identified as Resolution No. 28, as follows:

Strike out Section 5 of pages 19 and 20, and insert the following:

No manager, superintendent, foreman, or other officer having the working rules and regulations of the railway company to enforce over the employees can become a member of this association, and in cases where members of this association are promoted to such official positions, they shall withdraw from membership in this association by taking out a withdrawal card. Should they return to the service again and desire to renew their membership they can do so by depositing their cards subject to the provisions of this constitution and with the consent of the L. D., become members again. In cases where members are temporarily promoted to official positions they shall not hold such temporary positions for a longer period than thirty (30) days without taking a withdrawal card from the division, and while members are filling temporary positions as officials of the company they shall not attend the meetings or hold office in the Local Divisions.

Secretary Rooney. "The Committee recommends nonconcurrence."

Moved by Delegate McGrath, Division No. 168, and seconded by Delegate Sharp, to nonconcur in the recommendation of the Committee and adopt the resolution.

Delegate Bruce spoke in support of the Committee's recommendation and opposed the resolution. He stated the resolution was in conflict with the President's report.

Delegate Shine opposed the recommendation of the Committee. He referred to numerous alleged instances where such employees had made reports against members that had debarred them from reinstatement.

Delegate Quinlan called attention to the fact that in the Chicago arbitration proceedings the foreman of a barn stated on the stand that the men were not being properly treated and not being paid enough wages. He stated it was better to have them in the organization than to have them outside where they could not be made to answer to the Local for false accusations against the men.

Delegate McGrath, Division No. 85, spoke in favor of inspectors and the other classes mentioned retaining their membership, and stated that it was better to allow them to remain in the organization for which they had a friendly feeling, for if they were thrown out they would not feel kindly toward the organization.

Delegate Winfield opposed the resolution, and referred to the fact that in his Division there were very few complaints from the men of the reports of starters since they have been members of the organization, although the men made frequent complaints of their actions when they were outside the organization.

Delegate Breen spoke of the good feeling displayed by some of the employees of the company mentioned in the resolution toward the men with whom they dealt, and the advisability of having them all in the organization.

Delegate Scheidacker opposed the resolution.

Delegate Nicholson earnestly favored the recommendation of the committee.

Delegate Brannigan favored the recommendation of the Committee.

Delegate Doherty opposed the resolution and stated that no obstacle should be placed in the way of the members bettering their conditions if they wished to do so.

Moved by Delegate Ward and seconded by Delegate Nicholson for the pervious question. Carried.

The motion to nonconcur in the recommendation of the committee was lost and the recommendation of the Committee was concurred in.

#### Resolution No. 30.

Resolution by N. H. Robotham, Division No. 192, Oakland, Cal., identified as Resolution No. 30, as follows:

WHEREAS, The system of Local Divisions keeping books and records is not universal, and

WHEREAS, Considerable difficulty and numerous errors, together with increased work placed upon the International Officers through the many irregularities these varied systems create between the International Officers and the Local Divisions compel us in the interest of the organization and as a matter of good business to remedy this condition, be it

RESOLVED, That the following words be added to the latter part of Sec. 154 of the Constitution and General Laws and including therein:

"All Local Divisions shall have and maintain a system of keeping their books in a concise manner and such system must be approved of by the International Office. Books and supplies to be purchased from the International Office."

Secretary Rooney: "Your Committee recommends concurrence with the amendment, except that the purchasing of supplies at the International Office shall be at the option of the Division."

Moved by Delegate Robotham and seconded by Delegate Droogan, that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 32.

Resolution by Delegate J. C. Barbara, identified as No. 32, as follows:

RESOLVED, That Section 137 of the Constitution and General Laws shall be amended to read as follows:

Section 137. "No person who engages in the sale of intoxicating drinks can be admitted."

Secretary Rooney: "The Committee recommends nonconcurrence, and moves that the recommendation be adopted."

Seconded by Delegate O'Brien, Division No. 241, and carried.

#### Resolution No. 33.

Resolution by Delegate J. C. Barabara, Division No. 194, identified as Resolution No. 33, as follows:

Amendment to Sec. 95, as follows:

Any member in good standing of his Local will have the right to make his will of his death benefit to any one he may desire.

Secretary Rooney: "Your committee nonconcurs, and moves the adoption of the recommendation of the Committee."

Seconded by Delegate Breen and carried.

#### Resolution No. 34.

Resolution by Delegates of Division No. 194, New Orleans, identified as Resolution No. 34, as follows:

Amendment to Sec. 95, as follows:

"When a brother member has been a member of the association for four years or more and his wife dies, said brother is to receive one hundred dollars for funeral expenses, (\$50.00) fifty dollars from his Local and (\$50.00) fifty dollars from the International Union. This one hundred dollars will be taken out of said brother's death benefit at time of his death."

Secretary Rooney: "Your Committee nonconcurs, and moves the adoption of the recommendation of the Committee."

Seconded by Delegate McLain and carried.

#### Resolution No. 35.

Resolution by Delegate J. C. Barbara, Division No. 194, and Delegates of No. 194, New Orleans, La., identified as Resolution No. 35, as follows:

Amendment to Sec. 31, as follows:

"Where there are more than two candidates for the same office the Local shall hold an all day primary election at the hall so that all the members, day and night, can vote for their choice of the two candidates. The candidate receiving the largest number of votes shall be placed on the ticket as candidate for whatever office it may be."

Secretary Rooney: "The Committee recommends nonconcurrence, and moves the adoption of the recommendation of the Committee."

Seconded by Delegate Breen and carried.

**Resolution No. 36.**

Resolution by Delegate F. B. Corey, Division No. 379, identified as Resolution No. 36, as follows:

To amend Section 96 of the General Laws to read as follows:

"In the event of death during the eighth consecutive year of continuous membership or thereafter, eight hundred dollars (\$800). In event of death during the ninth consecutive year nine hundred dollars (\$900). In event of death during the tenth year of continuous membership or thereafter ten hundred dollars (\$1,000)."

Secretary Rooney: "Your Committee recommends nonconcurrence, and moves the adoption of the recommendation of the Committee."

Seconded by Delegate Callahan and carried.

**Resolution No. 37.**

Resolution by Delegate F. B. Corey, Division No. 379, identified as Resolution No. 37, as follows:

To amend Section 95 of General Laws, No. 1, to read as follows:

"Payment of funeral benefits shall be divided between the widow and children of deceased, share and share alike. The widow and children shall be the sole beneficiary subject to the provisions of Section 94."

Secretary Rooney: "Your Committee recommends nonconcurrence, and moves the adoption of the recommendation."

Seconded by Delegate Quinlan.

Delegate Corey cited instances in the state of Ohio where children were not cared for although their mothers had received the death benefit provided by the Association and also compensation under the state law.

Delegate Quinlan stated that the Committee did not feel justified in changing the law in order to provide for a few instances like those mentioned; that in ninety-nine per cent of all the cases where benefits were paid the mothers were doing everything possible to care for the children.

Delegate Deevey suggested that yearly installments might be paid that would insure care of the children until the fund was exhausted.

Delegate Bruce supported the report of the Committee.

Delegate Scoble moved the previous question. Seconded by Delegate Black and carried.

Upon vote of the Convention the motion to concur in the recommendation of the Committee was carried.

**Resolution No. 39.**

Resolution by Delegate Chas. N. Ross, Division No. 589, Boston, Mass., identified as Resolution No. 39, as follows:

"RESOLVED, That Sec. 154 of Constitution and General Laws be amended by striking out on eighth line '30th' and inserting '20th,' and after 'month' add, 'and receive a receipt for same,' and on ninth line after the word 'same' add, 'and failing to make a

proper settlement with the financial secretary on or before the 25th of month, without satisfactory excuse, shall be removed and another member appointed in his place by the Local Division."

Secretary Rooney: "Your Committee recommends substituting Section 155 of President Mahon's report, with the following amendments: On page 22 (see page 30) strike out "fifteenth" and insert "thirtieth," line 12, and in the letter wherein they inform the officials of their being in arrears and that his report has not been made, line 7, strike out "fifteenth" and insert "thirtieth," and in line 9 strike out "thirtieth" and insert "fifteenth," also in line 3, where it speaks of being the only notice necessary, strike out "thirtieth" and insert "fifteenth." Also insert the word "next" before the month in same line. The section as amended to read:

"Section 155. The Local Division, at the end of each three (3) months, shall have an audit made of the books and bills of the Financial Secretary and Treasurer. The auditing committee shall inspect and audit the books of the dues collectors and report upon them. Dues collectors must square all accounts with the Financial Secretary on or before the thirtieth (30th) day of each month, and their books must show the same. The Auditors' report then must be filled out upon the regular blanks which will be supplied from the General Office, and forwarded to the International President. The report shall be countersigned by the President and Recording Secretary of the Division. This report will specify the amount of moneys on hand at the end of the last audit, moneys received for dues, assessments, initiations, and from all other sources during the period, also expenditures for enrollment fees, per capita tax, supplies to the General Office and amount expended for other purposes, and a letter from the bank in which the Division's funds are deposited, stating the amount on deposit, with the number of members initiated and suspended, as the blank requires. The auditing quarter shall end with the last day in March, June, September and December, and the audit must be made and reported to the General Office by the thirtieth (30th) day of the following month. Divisions not reporting by that date will be sent the following notice by registered letter, addressed to the President and Recording Secretary:

"I take this means of informing you that audit report of your Division for the quarter ending.....has not been received as the laws of the Association require. You are aware that Section 155 of the Constitution and General Laws specifies this report must be filed on or before the 30th of..... You yet have until the 15th of..... to comply. If your report is not received by that date, your bonds will thereby be cancelled, as these laws provide.

"This is the only notice necessary. If this notice is not responded to and the audit

report sent by the thirtieth (30th) day of the next month, as specified, the bonds are hereby annulled and the Division will not be entitled to or paid any indemnity under the same. After the bonds of a Local Division have been annulled the Division may have them renewed if they make application within three (3) months and send in the additional reports covering the period not reported for, providing there is no financial shortage of any of the bonded officers and that the reports are correct, by paying a reinstatement fee of twenty-five cents (25c) on the dollar for each dollar the original bonds cost when issued to the Division. After the period of three (3) months has elapsed annulled bonds will not be renewed, and the Division in order to secure bonds for officers will have to make a new application and pay the full amount of the cost of the bonds as specified for new bonds in these laws."

Moved by Delegate Breen and seconded by Delegate Brannigan that the recommendation of the Committee be adopted.

The question was discussed briefly by Delegate Shine and Delegate Batt.

Upon vote of the Convention the recommendation of the Committee was adopted.

#### Resolution No. 42.

Resolution by Delegate J. E. McFarland, Division No. 589, Boston, Mass., identified as Resolution No. 42, as follows:

Amend Section 22, page 6, to read as follows:

After the word "located" on the first line strike out the remainder of section and add "in the Association Building at Detroit, Mich."

Secretary Rooney: "We recommend that Section 22, page 6 (Constitution), be amended to read: 'Headquarters shall be located in the Association Building, 104 East High Street, Detroit, Mich.'"

Moved by Delegate Callahan and seconded by Delegate Taber that the recommendation of the Committee be concurred in. Carried.

#### Resolution No. 43.

Resolution by Delegate H. R. Weller, Division No. 272, Youngstown, O., and C. C. Coulthard, Division No. 89, New Castle, Pa., identified as Resolution No. 43, as follows:

WHEREAS, In several states there has been formed Prohibition Associations and Anti-Prohibition Associations;

WHEREAS, From time to time these different associations asked for the indorsement of Local Divisions, and

WHEREAS, This great question causes dissension and ill-feeling among the members of Local Divisions, therefore be it

RESOLVED, That the following provisions be inserted in our laws to read as follows: That no indorsement can be given any Prohibition association or Anti-Prohibition association for political purposes by any Local Division of the A. A. of S. and E. R. E. of A.

Secretary Rooney: "Your Committee recommends that this be referred back to the Locals."

Moved by Delegate Callahan and seconded by Delegate Dullyea, that the recommendation be concurred in.

Delegate Quinlan: "The Committee felt the Divisions had a right to refuse to allow any such matters to come into the Locals, and if they refused to allow such matters to be brought in they will cause no trouble."

Delegate Coulthard, Division No. 89, spoke of the number of requests made by both the Prohibition element and the anti-Prohibition element for the endorsement of Local organizations, and if these organizations turn down such communications as political communications they may cause ill-feeling.

Delegate Coleman, Division No. 540, endorsed the action of the Committee and urged that the matter be left for Local action, as it would be a disadvantage to the organization to have the matter covered in the By-Laws of the Association.

Delegate Shine urged that the Convention go on record as being neutral in the matter, as the Local organizations could not take a stand favoring either side of the question without creating ill-feeling.

Delegate Weller asked that the Local unions be given a chance to remain neutral on the subject.

Delegate Pugh stated that the question was a local one and should be dealt with locally.

In discussing the question President Mahon said in part:

"This is an important question and one that affects our organization. It is coming up every day; many communications on the subject come to our office. Some of our members have been subject to abuse because of the position they have taken, and it is well for us to say in this Convention what our position is. In our organization there are men who are pronounced temperance people; there are others who are on the other side of the house, and some of our Local Unions and their officers have been forced, against their wishes and over their protests, to take action contrary to the spirit announced in the promise made when they entered the organization that,—You will be required to take upon yourself a solemn obligation not to divulge any of the workings of this organization to those not entitled to the same and bind yourself to our law, but rest assured there is nothing in this obligation inconsistent with your duties arising from any of the relation of life."

"This is a labor organization. We are striving to improve our working conditions and our wages. Upon political questions we are neutral, unless they are questions that directly affect our working conditions. There is no question of creed, color or nationality that should be raised in this organization. Our organization should, upon this question, be known as absolutely neutral, because members who are opposed to the liquor question have a right, as they have been told when they joined the organization, to exercise their political opinions without any



terference on the part of the organization.

"The Brewery Workers and others are rugging to maintain that business and we have members bitterly opposed to it. It is a political question and you have no right to say to me, or any other man, that you commit me to a proposition of this kind through this organization when I am opposed to it. Say when you go out of here that this organization is absolutely neutral, that our members shall act upon that question as they please without any interferences from our Local organizations or our international organization; that they can exercise their rights on either side of the question they want to, but that they cannot commit this organization either way upon the subject."

Delegate Callahan: "I move as a substitute that this Amalgamated Association declares itself absolutely neutral upon the wet and dry question."

Seconded by Delegate Thomas.

Delegate Quinlan: "The Committee did not take the matter very seriously, but believe that the Locals should not allow the question to come into the meetings."

Upon vote of the Convention the substitute motion of Delegate Callahan was carried.

#### Resolution No. 45.

Resolution by Delegate Samuel H. Everett, Division No. 269, Danbury, Conn., identified as Resolution No. 45, as follows:

WHEREAS, There are in all Local Divisions such members that do not obey the laws of the Association and violate their obligations and abuse the officers, etc., therefore, be it

RESOLVED, That there be inserted in our laws to govern Local Divisions, a section to be known as Section No. 13, to read as follows:

"Local Divisions shall have power and authority to fine members for violation of their obligations, general laws and local laws of this Association, providing such Local laws are in accordance with Section 38 of the General Laws."

Secretary Rooney: "Your Committee thinks this would be superfluous, and therefore recommends nonconcurrence. We move the adoption of the recommendation of the Committee."

Seconded by Delegate McClenathan and carried.

#### Resolution No. 47.

Resolution by Delegate Samuel H. Everett, Division No. 269, Danbury, Conn., identified as Resolution No. 47, as follows:

WHEREAS, There are in all Local Divisions such members that do not obey the laws of the Association, and violate their obligations, and abuse the officers, etc., therefore, be it

RESOLVED, That Section 78, 79 and 80, as recommended by our International President at this Convention, be amended to read as follows:

"Section 78. All dues, fines and assessments of the members of this Association

are due and payable on the first day of each month for that month, and all moneys owed the Association by a member shall be considered as dues, and come under the same terms for collection of dues, without other arrangements are made. They must be paid by the fifteenth of the month in order to continue the member in good standing. The member, on paying his dues, shall receive from the financial secretary a working card as a receipt, which is evidence of his standing in the Local Division. A member in arrears for his dues, fines and assessments after the fifteenth day of the month, is not in good standing and not entitled to sick, death, disability or old age benefits, or to the protection of the Association in any manner whatsoever, and where a member allows his arrearage in dues, fines and assessments to run into the second month before paying the same, he shall be debarred from benefits for one month after payment. Where a member allows his arrearage for dues, fines and assessments to run over the thirtieth day of the second month without payment, he does thereby suspend himself from membership in this Association. Where agreements provide that members must be in continuous good financial standing, the member in arrears one month may be suspended from membership and removed from employment, in compliance with terms of the agreement."

Secretary Rooney: "The Committee recommends that Section 78 be adopted."

Moved by Delegate Sturtz and seconded by Delegate McClenathan that the recommendation of the Committee be concurred in. Carried.

The Secretary of the Committee announced that the remaining sections of the resolution would be reported on and covered by separate recommendations.

Delegate Corey asked to be excused from further attendance as he had been notified that a member of his family was ill.

The Chair stated that the delegate would be excused.

Delegate O'Dea announced that the Local Entertainment Committee had arranged for a trolley ride for the delegates for Sunday afternoon.

At 5 o'clock the Convention was adjourned to 9 o'clock a. m., Monday, September 20th.

#### Sessions of Seventh Day.

##### Morning Session.

Monday, September 20, 1915.

The morning session of the seventh day was called to order at 9 o'clock a. m., Monday, September 20th, International President W. D. Mahon, in the chair.

The Chair, in referring to an impression that appeared to be entertained by some that he had in some way attacked G. E. B. Member Fred Fay, said in part: "It seems from my talk here the other day an impression got out that I had attacked Brother Fred Fay. Mr. Vahey, the attorney who had handled the affairs for the Bay State,

came here to see me. I am informed that from newspaper reports Fred Fay got the idea that he had been attacked. Nothing was further from my thoughts than attacking Fred Fay. I presume I have a right to disagree with officers of this Association on matters of policy without having it construed that I am attacking them personally. I very frequently disagree with members of the Board upon questions of policy and it is not taken as a personal matter.

"Fred Fay has been an officer of this Association and a member of it almost since its inception. He has no dearer friend than I am. I know what he has gone through in building up this organization; he is one of the pioneers of the movement. Any man who heard my report or who knows my position towards Fred Fay would not construe what I said as an attack. Fred Fay and I have been close friends for twenty-two years. I have disagreed with Fred Fay and he has disagreed with me upon questions of policy, but that has not affected our friendship or our loyalty to each other as union men. I am sorry that such an impression has gone out.

"I spoke my sentiments upon arbitration. I made no attack upon Mr. Vahey, but I did attack the lawyers as a class for their policy upon arbitration. I disagreed with it. I did not assail the character, or the integrity of Fred Fay, and I take this means of correcting that impression. After my talk with Mr. Vahey, he said he would convey to Bro. Fay what I had said and that so far as he and I are concerned he has no better friend in this Association or anywhere else, and to explain that any statement that I had attacked him was not true. I wired to Bro. Fay this morning as follows:

"Rochester, N. Y., September 20, 1915.  
 "Fred Fay,  
 Care Clifton Springs Sanitarium,  
 Clifton Springs, N. Y.

"Vahey informs me that you have been advised I had attacked you before the Convention. This is absolutely untrue. Rest assured you have no truer friend in the Amalgamated than I. Vahey will explain matters to you today.

"W. D. MAHON."

#### Supplement Report of General Executive Board.

The Chair declared in order a report of the General Executive Board.

The G. E. B. Secretary read the following report:

"To the 14th Convention, Bro. Chairman and Brothers:

"Your G. E. B. hereby submits as a report of proceedings concurrent with the Convention that at sessions held on Saturday, Sept. 18, the Board gave consideration to an appeal of Bro. W. C. Dixon of Div. No. 268, Cleveland, O., returned from the report of your Committee on Appeals, and found both evidence and additional disability that had not yet been before the International President. The claim of Bro. Dixon for disability

benefit was returned to the International President.

"Upon the Convention appeal of Bro. Geo. W. Graves of Div. No. 192, returned by action on report of the Committee on Appeals your G. E. B. reports that in additional statements before it, there was no additional evidence and enacted to affirm its former decision that payment of the claim does not come within authority of the law."

Moved by Delegate McLain and seconded by Delegate Ebner that the report of the G. E. B. be concurred in.

Delegate Robotham took exception to the report, and urged that the claim of George W. Graves be allowed. He requested that the certificate of the two physicians who had examined Mr. Graves be read, which was done by the Secretary.

Delegate Goodwin, Division No. 192, also urged the convention to not adopt the report of the Board but to allow the claim.

The Chair stated that a very large number of claims came to his office for disability benefits that could not be allowed under the laws of the organization, and explained in some detail the character of the disability that would allow a member to receive the disability benefits.

G. E. B. Member McMorrow supported the report of the Board, and discussed the case of Mr. Graves briefly.

Delegate McClenathan supported the report of the General Executive Board.

Upon vote of the Convention the motion to adopt the report of the G. E. B. was carried.

#### Final Report of Committee on Laws.

The Chair declared in order the report of the Committee on Laws.

The Committee on Laws, by Committee's Secretary Rooney, reported as follows:

Secretary Rooney: "Continuing our report on Resolution No. 47, your Committee recommends that the second part of the resolution be amended by adding "fines and assessments" after the words "nonpayment of dues," and "fines and assessments" at the end of the section, to read as amended:

"Section 79. The Financial Secretary at the last meeting; in each month, shall read out the names of all members in arrears for dues, fines and assessments, and where the arrearage of any member has reached the thirtieth day of the second month, he shall be reported to the Division as having suspended himself from membership for the nonpayment of dues, fines and assessments. The Financial Secretary shall then report this member to the General Office for suspension, and the General Office shall record the member as having suspended himself from membership in the Association for non-payment of dues, and drop his name from the rolls, except where members are suspended in compliance with the terms of agreements and, in such cases, the members may be reported by the Financial Secretary after the period of one month, and be

ropped from the rolls of membership as having refused to pay his dues, fines and assessments.'

"The Committee recommends the adoption of the section as amended, and moves its adoption." Seconded by Delegate Breen and carried.

Secretary Rooney: "The Committee recommends that the last section of the resolution, Section 80, be amended to read as follows:

"Section 80. A member who has suspended himself for the non-payment of dues, fines and assessments, and desires reinstatement into the Association within six months after he became in arrears, may do so, providing he is in sound health and there are no other charges against him but that of being suspended for the non-payment of dues, fines and assessments, by applying to the Financial Secretary of the Local Division, and pay up all his arrearage and paying in addition, \$1.00 a month for each month that he has been in arrears, as a reinstatement fee. The Financial Secretary, when reporting this member to the General Office for reinstatement, shall forward all per capita tax and assessments which are due the General Association on the member and in addition, he shall forward fifty cents a month for each month that the member was suspended, as shown by the books of the Local Division, as a reinstatement fee; the additional fifty cents a month of the reinstatement fee to go into the treasury of the Local Division. All reinstatement fees shall go into the death, disability and old age benefit fund. Upon the receipt of all back per capita tax and assessments, and the fifty cents a month reinstatement fee at the General Office, the member's name will be restored to the Division's membership roll, and the member reinstated and placed in continuous 'good standing' in the Association, according to the conditions of his membership prior to the time of his suspension. A suspended member being in arrears for dues, fines and assessments for over six months, cannot reinstate himself into membership. If he desires to again join the Association, he will do so subject to such penalties as the Local Division may determine upon but he must come in and be enrolled as a new member."

Secretary Rooney: "Your Committee recommends the adoption of this section as amended by the Committee, and moves its adoption."

Seconded by Delegate Sturtz and carried.

#### **Resolution No. 48.**

Resolution by Delegate Thos. Hatch, Division No. 164, Wilkes-Barre, Pa., identified as Resolution No. 48, as follows:

Changing the following Section No. 80 of the Constitution.

"Section 80. A member retiring from street and electric railway service shall have the right to retain his membership and be entitled to all benefits and privileges of

this Association, as provided in the constitution of the same, providing that he does not enter employment that is detrimental to the Association's interest," etc., to read:

"Section 80. A member retiring from street and electric railway service shall have the right to retain his membership and be entitled to all benefits and privileges of this Association, as provided in the Constitution of the same, providing that he does not enter employment that is detrimental to the Association's interest, namely the following employment which would be considered detrimental to the Association's interest: Coal mines; miner or laborer, inside engineer (hoisting), electric motor engineer, brakeman and others; electric light company's lineman; trimmers (lamp), trouble man, and others."

Secretary Rooney: "Your Committee recommends nonconcurrence, and moves the adoption of our recommendation." Seconded by Delegate Breen.

Delegate Hatch spoke in favor of the adoption of the resolution, and discussed briefly the question of insurance of members.

Delegate Quinlan explained the reasons for nonconcurrence in the resolution by the Committee. He stated that members were amply protected under the present laws.

Delegate Mulvey urged that the recommendation of the Committee be concurred in, and referred to a number of members of his Division who would be affected by the adoption of such a resolution.

Upon vote of the Convention the motion to concur in the Committee's recommendation was carried.

#### **Resolution No. 54.**

Resolution by Delegate George A. McMenimen, Division No. 589, identified as Resolution No. 54, as follows:

**RESOLVED**, That Section 70, of the General Laws, relating to "Trials, Appeals and Grievances," be amended by substituting the following paragraph for paragraph 5 of this section:

"When the trial board reach a decision they shall notify the President and Executive Board of said decision and the Executive Board may, if they deem necessary, call a special meeting of the Local Division and the trial board shall report its findings and they shall be acted upon as provided in Sec. 69. If the Executive Board decide to have these findings reported at the first regular meeting of the Local Division these findings shall be presented as the first business of the session, and acted upon as provided in Sec. 69.

Secretary Rooney: "Your Committee recommends nonconcurrence and moves the adoption of our recommendation." Seconded by Delegate Bruce, Division No. 308.

Delegate McMenimen in opposing the report of the Committee and favoring the resolution stated that amendments were usual-

ly introduced by Local Divisions because of difficulties they found in carrying out the laws of the International, and Resolution No. 54 was introduced because of matters that occurred during an election in Division No. 589.

Delegate Quinlan stated that the laws of the International fully covered the case cited by Delegate McMenimen if they had been properly carried out.

Delegate Bruce supported the recommendation of the Committee and advised the delegates introducing the resolution that local laws could be adopted to remedy the difficulty they complained of.

Delegates Mulvey and Shine spoke in favor of the resolution.

Delegate Mulvey moved as an amendment to the section that if a regular meeting is to be held within a reasonable period after the Committee's findings that they be allowed to make their report to the next regular meeting.

The amendment was seconded.

A viva voce vote was taken. The Chair, being unable to decide, asked for a rising vote.

After a rising vote was taken the Secretary announced that 123 delegates had voted for the amendment and 73 against it. The necessary two-thirds vote was not obtained for the amendment. The amendment was lost and the recommendation of the Committee was concurred in.

#### Resolution No. 55.

Resolution by Delegate Patrick O'Neil, Division No. 589, identified as Resolution No. 55, as follows:

To amend Section 137 to read as follows:

"Any person who has been a member in good standing in the association for five years, and who may be employed or engaged in the sale of intoxicating drinks can remain a member of this association by paying all dues and assessments to the Local Division, but while holding such position he shall not attend the meeting of the Division."

Secretary Rooney: "Your Committee nonconcurs, and moves the adoption of the report."

Seconded by Delegate Everett.

Delegate O'Neil, Division No. 589, spoke briefly in favor of the resolution and opposed the Committee's report.

Upon vote of the Convention, the motion to adopt the Committee's report was carried.

#### Resolution No. 56.

Resolution by Delegate Matthew J. Higgins, Division No. 589, Boston, Mass., identified as Resolution No. 56, as follows:

Amend Section 57 by adding after the word "require" on page 20 (Constitution), sixth line, the following:

"This, however, is optional with the Local Division."

Secretary Rooney: "Your Committee recommends concurrence, and moves the adoption of the report." Seconded by Delegate Weller.

The question was discussed briefly by Delegate Higgins.

Upon vote of the Convention the motion to concur in the report of the Committee was carried.

#### Resolution No. 58.

"Resolution by Delegates J. B. Wiley, Division No. 441, and A. G. Schenck, Division No. 441, identified as Resolution No. 58, as follows:

"WHEREAS, The principles of organized labor are to secure a short work day, and

"WHEREAS, There are members of Local Divisions, who, because of personal greed, are opposed to an eight hour day; therefore be it

"RESOLVED, That there be a provision in our laws governing Local Divisions, instructing Local Officers, when possible, to secure the eight hour day."

Secretary Rooney: "Your Committee nonconcurs in this resolution, and moves the adoption of our report." Seconded by Delegate Breen and carried.

#### Resolution No. 59.

"Resolution by Delegates A. G. Schenck and J. B. Wiley, Division No. 441, identified as Resolution No. 59, as follows:

"RESOLVED, That Section No. 88 be amended by inserting the following after the word "companies," in the sixth line thereof:

"Except that paid city firemen shall be allowed benefits when the cause of the death or disability cannot be traced to the occupation."

Secretary Rooney: "Your Committee nonconcurs, and I move the adoption of the report of the Committee."

Seconded by Delegate Sharp.

Delegate Wiley stated that the resolution was introduced largely to inform the delegates in regard to the questions that might arise under the law; that his Division had a number of members in the city fire department and felt benefits should be paid if they should be killed while on duty.

Delegate O'Sullivan stated that some members of his Division were in the police department, that they did special duty, and the understanding of the members was that if one of them should die a natural death his family would receive the benefits.

The Chair: "It has always been held that they are entitled to benefits if they die a natural death."

Upon vote of the Convention the motion to adopt the recommendation of the Committee was carried.

## Resolution No. 60.

"Resolution by Delegates J. B. Wiley and A. G. Schenck, Division No. 441, identified as Resolution No. 60, as follows:

"WHEREAS, It is a well known fact that the National Guards are being used for the purpose of assisting the employers in disrupting labor organizations, and

"WHEREAS, The Boy Scout Organization is used as a kindergarten to the National Guards, and

"WHEREAS, We do not believe it to be the desire of our members to educate our sons to shoot down members of organized labor, their wives and children, in times of trouble, and

"WHEREAS, We believe the most feasible way to discourage our sons in the "Boy Scout" movement would be to organize juvenile organizations of the various Locals of our Association, for the purpose of educating them in union principles; therefore, be it

"RESOLVED, That we enact a law which will prohibit our members from becoming members of the National Guards of any state unless such state shall first enact a law which will prohibit the use of the national guards in labor disputes, and that the laws further provide that the Local Divisions may organize juvenile locals, provided that all members of the same shall be the sons of members of this Association."

Secretary Rooney: "Your Committee nonconcurs, and I move the adoption of the report."

Seconded by Delegate O'Sullivan.

Delegate Wiley urged that the members should not be allowed to become members of the National Guard of any state while they were being used to shoot down the workers during labor disputes. He stated that with very few exceptions the only work of the National Guard for many years was to assist the employers during labor troubles.

Moved and seconded by Delegates Higgins and Rudge, as a substitute, that the Convention recommend to the members of this Association that they refuse to affiliate with the National Guard of any state unless such state shall first enact a law which shall prohibit the use of the National Guard in labor disputes."

Delegate Higgins, Delegate Rudge and Delegate Wiley discussed the question briefly.

Upon vote of the Convention the Higgins substitute was adopted.

## Resolution No. 63.

"Resolution by Delegate Andrew Frank O'Meara, Division No. 425, Hartford, Conn., identified as Resolution No. 63, as follows:

"Be it RESOLVED, That the following paragraph be inserted in section 23 of the constitution and general laws:

## Duties of International President.

"He (the International President) shall see that an international officer or member

of General Executive Board shall be in attendance at one regular or special meeting of each Local Division during the fiscal year of the Association."

Secretary Rooney: "Your Committee recommends nonconcurrence, and I move the adoption of the recommendation."

Seconded by Delegate McClenathan and carried.

## Resolution No. 64.

"Resolution by Delegate J. C. Veblacher, Division No. 624, identified as Resolution No. 64, as follows:

"Be it RESOLVED, That a new section be added to the constitution which shall read as follows:

"Any Division of this association which has a membership of one thousand or over on the month prior to election of officers shall elect their officers for a period of two years. This to take effect January first, nineteen hundred and sixteen."

Secretary Rooney: "Your Committee recommends nonconcurrence, and I move the adoption of the report."

Seconded by Delegate Breen and carried.

## Resolution No. 65.

"Resolution by Delegate R. C. Bronson, Division No. 623, identified as Resolution No. 65, as follows:

"RESOLVED, That an additional clause be added to the Constitution which shall read as follows:

"All International Executive Board Members shall be continuously employed throughout their term of office; but given a vacation with pay at the discretion of the International President."

Secretary Rooney: "Your Committee nonconcurs in this resolution, and I move the adoption of the Committee's report."

Seconded by Delegate O'Dea and carried.

## Resolution No. 68.

"Resolution by Delegate M. C. O'Brien, Division No. 241, identified as Resolution No. 68, as follows:

"RESOLVED, That Local Divisions having a membership of (6,000) six thousand or more shall elect their executive board for a term of (2) two years; members so elected shall constitute the regular accredited delegates to the International Convention."

Secretary Rooney: "Your Committee recommends nonconcurrence, and moves the adoption of the report."

Seconded by Delegate Sharp and carried.

## Resolution No. 71.

"Resolution by Delegates Matthias J. Nesdale and Matthew J. Higgins, Division No. 589, Boston, Mass., identified as Resolution No. 71, as follows:

"Amend Section 141 of the Constitution by striking out the word "three" in the 8th and 12th lines and inserting in its place the word "two."

Secretary Rooney: "Your Committee recommends to nonconcur, and moves the adoption of the report."

Seconded by Delegate Bruce and carried.

**Resolution No. 73.**

"Resolution by Delegate T. A. Burns, Division No. 589, Boston, Mass., identified as Resolution No. 73, as follows:

"Amend Section 57 of the Constitution and general laws by striking out the remainder of the Section after the word 'again' in the 13th line, and add the following:

"In cases where members are temporarily promoted to official positions they shall not hold such temporary positions for a longer period than 16 days without taking out a withdrawal card from the division and while members are filling temporary positions as officials of the company they shall not attend the meetings or hold office in the Local Division."

Secretary Rooney: "Your Committee recommends nonconcurrence, and moves the adoption of the report."

Seconded by Delegate McGregor and carried.

**Resolution No. 74.**

"Resolution by Delegates Edward J. O'Rourke, and John E. McFarland, Division No. 589, identified as Resolution No. 74, as follows:

"Amend Section 95 as follows:

"In the first paragraph on the first line after the third and eighth words add the words 'or widower;' on the third line after the second word add the words 'or widower;' in the second paragraph on the first line after the fifth word add the words 'or widower.'" So as the first two paragraphs read as follows:

"1. To the widow or widower of the deceased, such widow or widower to receive any and all balance due upon said benefit. The widow or widower shall be the sole beneficiary subject to the provisions of Section 94.

"2. There being no surviving widow or widower, payment shall be made to the lineal heirs who are the children and grandchildren of the deceased, share and share alike."

Secretary Rooney: "Your Committee concurs in Clause 1 of the resolution and recommends its adoption. I move the adoption of the report of the Committee."

Seconded by Delegate Mills.

Delegate Higgins stated that about two hundred women belong to the Boston Division, that many of them were married, and the amendment was offered in order to enable the widowers to receive the benefits of those who die.

Upon vote of the Convention the report of the Committee was adopted.

Secretary Rooney: "Your Committee recommends that for clause 2 of the resolution the following section of the President's report be substituted, when amended to read:

"Section 95. Payment of Funeral Benefits shall be made as follows:

"1. To the widow or widower of the deceased; such widow or widower to receive any and all balance due upon said benefit. The widow or widower shall be the sole

beneficiary, subject to the provisions of Section 94.

"2. There being no surviving widow or widower, payment shall be made to the lineal descending heirs, who are the children and grandchildren of the deceased. The children of the deceased shall have share and share alike. In case of grandchildren, the share that would have fallen to their deceased parent should be divided among them, share and share alike."

Moved by Delegate Higgins and seconded by Delegate Rudge that the recommendation of the Committee be concurred in. Carried.

**Resolution No. 78.**

"Resolution by Delegate George A. McMenimen, Division No. 589, Boston, Mass., identified as Resolution No. 78, as follows:

"RESOLVED, That Section 32 of the general laws relating to the election of officers be amended by adding the following paragraph at the end of Section 32:

"When the Local Division primaries and election takes place under the Australian ballot and either one or both of the successful candidates at the primaries for any office shall be declared disqualified, either by the Local Division officers or the International officers, for election by reason of violation of any Local Division or International law relating to the election of officers the candidate or candidates standing next highest on the ballot at the primaries shall be placed on the ballot for election. In case there is no other candidate or not enough of such candidates eligible, the Executive Board of the Local Division may have the election for the filling of such office or offices take place at a regular meeting of the Local Division, or by special election under the Australian ballot, as they may consider will be most practical and fair to all.

Secretary Rooney: "Your Committee recommends nonconcurrence in this resolution, and moves the adoption of the recommendation."

Seconded by Delegate Bruce.

Delegate McMenimen opposed the recommendation of the Committee.

Delegates Mulvey, Shine, Odell and Rudge spoke in favor of the resolution.

Delegate Quinlan and Delegate Bruce supported the recommendation of the Committee.

Upon vote of the Convention, the motion to adopt the recommendation of the Committee was carried.

Vice-President Keenan in the chair.

**Resolution No. 76.**

Resolution by Delegates Matthias J. Neale and Matthew J. Higgins, Division No. 589, Boston, Mass., identified as Resolution No. 76, as follows:

"WHEREAS, The International President in his report has called our attention to the beneficent results secured by legislation in many of the states and provinces, and

"WHEREAS, He has recommended that we continue our efforts along this line, and

"WHEREAS, Legislation favorable to our

interests can only be obtained where our members are known to be influential owing to the possession and exercise of the franchise in the interest of their supporters and to the detriment of their opponents, be it

**"RESOLVED,** That this Convention goes on record as directing all Local Divisions to ascertain who of their membership are non-citizens and voters and to take such steps as may be necessary to have such become voters just as soon as they are eligible, and be it further

**"RESOLVED,** That section 56 be amended by adding, 'He shall if not a registered voter in the district in which the Local exists agree in writing to become so within one year of being eligible.'

Secretary Rooney: "Your Committee recommends nonconcurrence, and moves the adoption of this recommendation."

Seconded by Delegate McClenathan.

Delegate Nesdale said that in the old days when Boston street railway man were not organized they were careless in the matter of registration, and as a result were not considered seriously by the politicians; but since the organization of the men the attitude of the politicians had changed, for the men had become more careful about becoming registered voters. He stated the resolution was meant to apply to both the United States and Canada.

Delegate Quinlan stated that the Committee was in favor of all people not born in this country becoming citizens, but did not feel justified in placing upon the organization the burden proposed by the resolution.

The motion to concur in the report of the Committee was carried.

#### Arbitration Laws.

Secretary Rooney: "Upon that part of the President's report which recommends that the arbitration laws remain as they exist in our constitution, which was referred to the Committee on Laws, your Committee recommends concurrence in the report of the President, and move that the report be adopted."

Seconded by Delegate McLain and carried.

Secretary Rooney: "Your Committee finds that several matters in the President's report pertaining to the laws have already been concurred in and adopted by the Convention, but your Committee feels there should be some amendments to these laws, and recommends that the new section, to be known as Section No. 154, be amended by inserting the words, 'the President and,' after the word 'consist' in line 4; also that the next sentence commence with the words: 'Any Auditor neglecting his duties,' etc. We also recommend that the words 'tenth day of the month' be changed to read 'fifteenth day of the month,' so that the section as amended shall read as follows:

**"Section 154.** The Board of Auditors to audit the books, bills and accounts of the financial officers of the Local Divisions shall

consist of the President and three (3) members, who shall either be elected or appointed by the President of the Division. Any auditor neglecting his duties and failing to attend one audit without satisfactory excuse shall be removed and another member appointed in his place. Divisions that desire may employ chartered accountants to audit their books, bills and accounts, and when such chartered accountants are employed they shall take the place and do the work as specified for and by the Board of Auditors. The Auditing Board shall the first of each quarter, as defined in Section 155 of these laws take up and completely audit the accounts of each financial officer of the Division and fill out the regular report blanks of the Association, deliver same to the Recording Secretary and make a proper report to the Division by the fifteenth (15th) day of the month. If the auditors find any shortage, discrepancies, or irregularities in the books of the financial officers they shall report the same at once to the members of the Division and the Recording Secretary shall make a report of the same to the General Office of the Association, and any neglect of this upon the part of the Auditors shall subject them to censure and removal from office."

Secretary Rooney: "The Committee recommends the adoption of the section as amended by the Committee."

Seconded by Delegate McNamara and carried.

President Mahon in the chair.

Secretary Rooney: "On page 24 of the President's report (see page 32), is a section which reads:

**"Section 57.** All Constitutions, badges, and other supplies shall be furnished by the International Office and forwarded to the Local Divisions in good standing when ordered by the same, the same to be paid with the monthly reports, and Divisions failing to pay for their supplies will be subject to the same penalties as provided for the non-payment of per capita tax."

"Your Committee concurs in the recommendation of the President and moves its adoption."

Seconded by Delegate Ferguson and carried.

Secretary Rooney: "On page 26 (see page 35) of the President's report is a section in regard to benefits. The Committee recommends that the section read:

**"Section 83.** Members of this Association after one year of continuous membership in the Association shall be entitled to one of the following benefits: Funeral or total disability, and after twenty years of continuous membership and reaching the age of sixty-five they shall be entitled to the old age benefit provided they have complied with the laws of the Association and are in good standing and that the Local Divisions to which they belong are in good financial standing, and have complied with the laws and rules laid down in the Constitution and Laws of this Association."

"The Committee recommends the adoption of the section as amended."

Seconded by Delegate Higgins and carried.

President Mahon, on behalf of the delegates, presented to Delegate Thomas H. Hatch, Division No. 164, Wilkes-Barre, Pa., a purse containing \$180.00 in gold. He spoke of Delegate Hatch's long connection with and his faithful service for the organization, of the fact that he was one of the oldest delegates present, had been in a number of the conventions, and the purse was a slight token of the esteem in which he was held.

Delegate Hatch thanked the delegates for their gift and for the sentiment expressed by the President in their behalf.

Secretary Rooney: "On page 26 of the President's report is the following section: (See page 35.)

"Section 85. A member to be in good standing in order to receive his Funeral, Total Disability or Old Age Benefit, or the other benefits of this Association, must be properly initiated into the Local Division in which he holds membership and be enrolled in the General Office of the Association and granted a certificate of membership setting forth the date of his initiation into the Association. The date as recorded in the General Office and set forth upon his certificate of membership is the date by which his benefits will be paid. He must also have all dues, fines and assessments levied in compliance with the laws of the Association paid on or before the fifteenth (15th) day of each month, and the Local Division of which he is a member must be in good standing, having all per capita tax and assessments paid, as required by the laws of the Association, with the International Organization."

"Your Committee concurs in the President's Report and moves the adoption of the section."

Seconded by Delegate Furbie and carried.

Secretary Rooney: "Your Committee recommends and moves that Section 97, page 27, of the President's report, 'Total Disability Benefits,' be adopted as recommended by the President." (See page 35.)

Seconded by Delegate Tuero and carried.

Secretary Rooney: "Upon Section 89, as reported by the President, page 27, of the President's report, column 2, the Committee nonconcurs, and moves to adopt this report of the Committee." (See page 36.)

Seconded by Delegate Peters and carried.

Secretary Rooney: "The Committee recommends concurrence in Section 91, page 28, of the President's report, as submitted by the President, and moves the adoption of this report." (See page 36.)

Seconded by Delegate Higgins and carried.

Secretary Rooney: "In the last paragraph of Section 95, as submitted by the President, the Committee recommends inserting the words, 'any and all,' in line 8, after the word 'beneficiaries,' and moves to adopt." (See page 36.)

Seconded by Delegate Bronsen and carried.

Secretary Rooney: "The President recommends in his report, page 28, that the following be added to Section 132: (See page 37.)

"No withdrawal card will be received or member accepted into any Division without the member presenting the same is in the service in some capacity that would make him eligible to membership under the jurisdiction of the Division he seeks to enter."

"Your Committee recommends concurrence in the recommendation of the President and moves to adopt."

Seconded by Delegate Deem and carried.

Secretary Rooney: "The following portion of the General Executive Board's report, submitted on the fifth day, afternoon session, was referred to the Committee on Laws:

"The great numbers of claims coming to your Board for adjustment are those for disability benefits of a nature of problematical cause. The filing of such claims seems to be inspired by the loose provisions of Section 97, wherein it reads:

"Or is suffering from any affliction, the cause of which can be traced directly to the occupation while in the service as a street and electric railway employee, that will disable him from ever following occupation as a street and electric railway worker."

"This provision leads to the filing of claims for various natural and constitutional infirmities the incapacity from which is as presumptive to have been delayed as caused by the occupation. Yet it seems to be no trouble to obtain the certification of a sympathetic physician that it is his opinion that the occupation is the cause, or, as some of them put it, 'the occupation is, without doubt, a contributing factor,' etc. The law is strong enough and reads and means enough, but the language seems to be misunderstood. We would recommend that the provision be changed to read:

"Or is suffering from any affliction the cause of which is an accident or injury sustained in the occupation while in service as a street and electric railway employee from which the afflicted member is permanently disabled from following any occupation as a street or electric railway worker, and said accident or injury shall have occurred subsequent to December 31, 1912, shall be entitled to disability benefits," etc.

"We would also recommend that the section be further amended to provide 'that no benefit shall be paid under the provisions of this section in any case at any time of actual street railway employment of the member upon whose disability benefit claim is filed.'"

Secretary Rooney: "The Committee recommends and moves the adoption of the recommendation of the General Executive Board."



Seconded by Delegate Callahan.

Delegate Robotham moved that "any" be stricken out and the word "an" be inserted in line 1 of the recommendation. Seconded by Delegate Goldwater and carried.

Upon vote of the Convention the recommendation of the Committee as amended was concurred in.

Secretary Rooney: "That completes the report of the Committee on Laws."

Delegate Shine asked what had been done with Resolution No. 67.

Secretary Rooney stated that it had been referred by his Committee to the Committee on Resolutions.

Delegate Coleman, Division No. 540, stated that a portion of Resolution No. 6 had not been acted upon; that the first two sections were acted upon by the Committee on Resolutions and the last sections referred to the Committee on Law. The sections so referred read:

"RESOLVED, That hereafter no delegate be seated in these conventions who does not bear all union labeled wearing apparel, unless said delegate can prove satisfactorily to the proper committee their impossibility to secure same, and be it still further

"RESOLVED, That the Executive Board be, and are hereby, instructed to have the above section a part of the qualifications of delegates in our constitution to attend or be seated in a convention, and a part of the call for the next convention."

The Chair declared the sections subject to action by the Convention.

Moved by Delegate Sturtz and seconded by Delegate Quinian that the sections be non-concurred in.

Delegate Coleman spoke in favor of the resolution.

Delegate Marsh, Division No. 241, opposed the motion to non-concur.

The Chair stated that the Convention had already gone on record endorsing the labels of the various organizations and recommending that all the members purchase union made goods.

Delegate Tompkins and Delegate Cahill favored the motion to nonconcur.

Delegate Sturtz stated that he favored the union label as much as possible, and did not understand when he moved to nonconcur that men in the label trades had themselves taken the action in the resolution.

The motion to nonconcur was carried.

Secretary Rooney: "That completes the report of the Committee, which is signed:

WILLIAM QUINLAN, Division No. 241,

Chairman,

PETER J. ROONEY, Division No. 22, Secretary,

E. B. SCHAFFER, Division No. 85,

C. C. COULTHARD, Division No. 89,

A. SCOBLE, Division No. 99,

W. D. ROBBINS, Division No. 113,

GEO. W. CROSS, Division No. 125,

JAMES RODGERS, Division No. 194,

JOHN J. BRUCE, Division No. 308,

P. J. O'BRIEN, Division No. 448,

THOMAS G. DOYLE, Division No. 589,

#### Committee on Constitution and Laws.

Delegate Mills: "I move that the report of the Committee on Laws be adopted as a whole, to take effect January 1, 1916, and that the thanks of this Convention be returned, for that committee has been one of the hardest worked in this convention." Seconded by Delegate Lynch.

Delegate Robotham: "I find we have no record of Resolution No. 22."

The Chair: "I think that was adopted from the floor."

Delegate Robotham: "We have no record of Resolution 25 or 41."

The Secretary read the following resolution:

#### Resolution No. 25.

Resolution by Albert Wm. Carroll, Division No. 358, Cumberland, Md., identified as Resolution No. 25, as follows:

Resolution as passed and adopted to be placed before the 14th Bi-ennial Convention in session at Rochester, N. Y., September 13, 1915.

RESOLVED, That the International President send to each Local Division at least six (6) months preceeding each Bi-ennial Convention a special form for Locals to prepare their resolutions for the following Bi-ennial Convention. These forms to be returned to International President who will put them in book form and send each Local a book of all Local resolutions. Local Divisions to vote at their meetings on resolutions and instruct delegate to vote at Bi-ennial Convention in accordance with the Local Division's decision.

Moved by Delegate Wiley and seconded by Delegate Bruce that the Convention non-concur in Resolution No. 25. Carried.

#### Resolution No. 41.

Resolution by Delegate L. J. Flynn, Division No. 589, Boston, Mass., identified as Resolution No. 41, as follows:

RESOLVED, That the International President shall through the different labor organizations and then through the public officers of the different states, pass laws compelling companies to place heaters in the motorman's and conductor's end of car.

Moved by Delegate Rea and seconded by Delegate Lowery that the resolution be referred to the General Executive Board to carry out its provisions as far as possible. Carried.

The motion of Delegate Mills was carried by unanimous vote.

At 12:30 the Convention was adjourned to 2 p. m.

#### AFTERNOON SESSION.

The afternoon session of the seventh day was called to order at 2 o'clock p. m., International President William D. Mahon, in the chair.

The Chair asked unanimous consent to the introduction of a resolution.

Moved by Delegate Lynch and seconded by Delegate McLain that the request of the Chair be granted. Carried.

The Chair submitted the following resolution:

"WHEREAS, The sound and prudent policy pursued by our Nation's Chief Executive, the Hon. Woodrow Wilson, during the past year, during the most trying period in our country's history, has preserved peace for our people and at the same time upholding the true principles upon which our government was formed; therefore be it

"RESOLVED, That the Amalgamated Association of Street and Electric Railway Employees of America in our Fourteenth Convention assembled do hereby endorse and commend the policy of President Wilson in honorably maintaining peace and conserving to the people of our Nation the happiness and contentment which comes from productive effort rather than the deplorable force of destruction that is now rampant in the European countries, and further, be it

"RESOLVED, That the Secretary of this Convention be instructed to forward a copy of this resolution to the Chief Executive of our Nation.

(Signed) "EDWARD McMORROW."

Moved by Delegate Bruce and seconded by Delegate Scoble that the resolution be adopted. Carried by unanimous vote.

The Chair introduced to the Convention Master Sammy Schaffer, of Pittsburgh, who had attended former Conventions with his father. Master Sammy sang "The Conductor," and was vigorously applauded by the delegates.

#### Report of Committee on Convention Communications.

The Chair declared in order the report of the Committee on Convention Communications.

The Committee, by Committee's Secretary L. D. Bland, reported as follows:

"To the Officers and Delegates, 14th Convention, A. A. of S. & E. R. E. of A.:

"Your Committee on Convention Communications report the receipt of the following:

"A telegram from the Convention Bureau of the Peoria Association of Commerce, requesting that the city of Peoria, Ill., be selected for the 1917 Convention.

"A request from the Providence delegates that Providence, R. I., be the city selected for our next convention.

"An invitation from the Board of Trade of Asheville, N. C., to make that city the meeting place for the next convention.

"A communication from the Ohio delegation asking that the city of Cleveland be chosen for the 15th convention.

"Other communications bearing upon the next convention city were received from the following:

"The Merchants' Association of New York, designating New York City.

"The management of the Hotel Martini-

que, New York, suggesting New York City for the next convention and submitting rates and accommodations, with the request that the Hotel Martinique be made the convention headquarters.

"The Galveston Commercial Association asking that we make Galveston, Texas, the next convention city.

JOHN N. FURBEE, Div. No. 103, Wheeling, W. Va., Chairman,

CHAS. SINES, Div. No. 176, Sharon, Pa.,

HAROLD M. SCOTT, Div. No. 261, Lawrence, Mass.,

PATRICK J. FELL, Div. No. 280, Lowell, Mass.,

WALTER C. LANGMAID, Div. No. 595, Salem, N. H.,

GEO. W. RENN, Div. No. 641, Shamokin, Pa.,

PATRICK KELLY, Div. No. 459, Bridgeport, Conn.,

JOS. C. VEBLACHER, Div. No. 624, Buffalo, N. Y.,

L. D. BLAND, Div. No. 241, Chicago, Ill., Secretary,

Committee on Convention Communications.

#### Resolutions of Appreciation

The Committee submitted for action of the Convention a resolution as follows:

"WHEREAS, The visit of the delegates and guests attending the Fourteenth Convention of the A. A. of S. and E. R. E. of A. in the City of Rochester, N. Y., has been made most enjoyable through the kind courtesies extended by the Mayor and city administration, the Central Trades and Labor Council, particularly its 'live wire' president, the members of Division 282, of our Association, through its officers and entertainment committee, the members of the ladies' committee, the officials of the New York State Railways, and the business men of Rochester, who tendered the use of their automobiles, all of whom have spared no effort to add to our comfort and enjoyment, and

"WHEREAS, The generous hospitality and splendid spirit manifested in our behalf during our stay here by the good people of Rochester with whom we have come in contact, speaks volumes for the kind consideration of the citizens of the Flower City, and has filled our hearts with gratitude, leaving a lasting impression upon our minds of one of God's beauty spots, the inspiring grandeur of which is excelled only by the whole-souled efforts of the trade unionists and people of Rochester generally, to make others happy; therefore be it

"RESOLVED, That the officers and delegates to the Fourteenth Convention, A. A. of S. and E. R. E. of A., express our deep appreciation to all who have contributed to make our visit to Rochester one of the most pleasurable events it has been our good fortune to experience; and be it further

"RESOLVED, That we extend to the labor press and daily papers of Rochester our appreciation of the generous space and fair treatment accorded us in the publication of

matter pertaining to our convention; and be it further

**"RESOLVED**, That we express our gratitude and appreciation to the officers and members of Division No. 623, Buffalo, N. Y., for the arrangements they have made for our entertainment as their guests after our departure from the convention city.

JOHN N. FURBEE, Div. No. 103, Wheeling, W. Va., Chairman,

CHARLES SINES, Div. No. 176, Sharon, Pa.,

HAROLD M. SCOTT, Div. No. 261, Lawrence, Mass.,

PATRICK J. FELL, Div. No. 280, Lowell, Mass.,

WALTER C. LANGMAID, Div. No. 595, Salem, N. H.,

GEORGE W. RENN, Div. No. 641, Shamokin, Pa.,

PATRICK KING, Div. No. 459, Bridgeport, Conn.,

JOSEPH C. VEBLACHER, Div. No. 624, Buffalo, N. Y.,

L. D. BLAND, Secretary,

Committee on Convention Communications.

Moved by Delegate Breen and seconded by Delegate Dinneen that the report of the Committee be adopted. Carried.

#### Committee on McCrossen Memorial.

The Chair declared in order the report of the Committee on McCrossen Memorial.

The Committee on McCrossen Memorial, by Committee's Secretary Tuero, reported as follows:

"We, your Committee, which was duly appointed to draft resolutions of condolence on the death of our late Brother C. H. McCrossen, of Division No. 282, Rochester, N. Y., do hereby submit the following:

**"WHEREAS**, It has been the will of the Supreme Being, that our late beloved and esteemed Brother C. H. McCrossen of Div. No. 282, Rochester, N. Y., should be taken away from us, and

**"WHEREAS**, His long and noble services in behalf of the Amalgamated Association of Street and Electric Railway Employees of America and of Local Division No. 282, Rochester, N. Y., in particular, of which he was President for many years, and

**"WHEREAS**, He has been a familiar figure at several conventions of our Association and has been a mighty force for good in the deliberations of our conventions, and

**"WHEREAS**, None can better appreciate his loss than the members of the Local Divisions of the State of New York, with whom he was closely associated, and worked hard and earnestly with for so many years, and

**"WHEREAS**, His amiable character always endeared him to all those with whom he ever had any connections, and his sterling qualities and staunch principles commanded the respect of those who differed with him, as well those whose sentiments he voiced. Therefore be it

**"RESOLVED**, That we, the delegates to

the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America held in Rochester, New York, September 13, 1915, do hereby express our acknowledgment of his great loss, to this Association, and do also tender to his bereaved wife and family our sincere sympathies and hope that God in his mercy will give them comfort in their sad bereavement, and be it further

**"RESOLVED**, That a copy of these resolutions be entered on the minutes of this Convention and that copies be published in the Motorman and Conductor and the Union Leader and the Labor Herald of Rochester, N. Y., and a copy be sent to the family of our late brother.

MAURICE LYNCH, Div. No. 241, Chairman,

JOHN J. O'DEA, Div. No. 282,

J. J. O'SULLIVAN, Div. No. 282,

JOSEPH S. DROOGAN, Div. No. 148,

ALBERT H. BROWN, Div. No. 645,

VINCENT TUERO, Div. No. 623, Secretary,

W. D. MAHON, International President.

Moved by Delegate Coleman, Division No. 618, and seconded by Delegate Hamlin, that the report of the Committee be adopted. Carried by unanimous vote.

#### Report of Committee on French Memorial.

The Chair declared in order the report of the Committee on French Memorial.

The Committee on French Memorial, by Committee's Secretary Tuero, reported as follows:

"We, your Committee, which was duly appointed to draft resolutions of condolence on the death of our late Brother William French, of Division No. 238, of Lynn, Mass., do hereby submit the following:

**"WHEREAS**, It has pleased the Almighty God in His infinite wisdom to take from us our very dear and beloved brother, Wm. French, of Div. No. 238, of Lynn, Mass., and

**"WHEREAS**, His noble characteristics and genial disposition and his unquestionable integrity in his efforts in behalf of the Amalgamated Association of Street and Electric Railway Employees of America of which he was special organizer for several years prior and up to the time of his death, and in behalf of Division No. 238 of Lynn, Mass., of which he was President for a period of twelve years.

**"We** feel that it is the duty of this Association to manifest its appreciation for the many valuable services rendered by him to this Association, and the labor movement in general and

**"WHEREAS**, His removal from our midst creates a vacancy which will be hard to fill; and

**"WHEREAS**, Those who were closely associated with him, know that on many occasions his jovial and optimistic spirit imbued them with the courage to overcome many difficulties, therefore be it

**"RESOLVED**, That in our sincere sympathy with his bereaved wife and family, we the delegates to the Fourteenth Conven-

tion of the Amalgamated Association of Street and Electric Railway Employees of America, held in Rochester, N. Y., Sept. 18, 1915, express the sentiments of our entire membership and assure them that, though death has removed him from us, his ennobling influence will remain with us forever, and be it further

**"RESOLVED,** That a copy of these resolutions be entered on the minutes of this Convention and copies be published in the Motorman and Conductor and the Union Leader and that a copy be forwarded to the family of our late brother.

MAURICE LYNCH, Div. No. 241, Chairman,

J. J. O'SULLIVAN, Div. No. 282,

JOHN J. O'DEA, Div. No. 282,

ALBERT H. BROWN, Div. No. 645,

FRANCIS A. WALSH, Div. No. 238,

MICHAEL J. CAHILL, Div. No. 618,

MATTHEW J. HIGGINS, Div. No. 589,

VINCENT TUERO, Div. No. 623, Secretary,

W. D. MAHON, International President,

JOSEPH S. DROOGAN, Div. No. 148.

Moved by Delegate Smyth and seconded by Delegate Rudge that the report of the Committee be concurred in. Carried by unanimous vote.

The Secretary read the following letter, written on the official stationery of the Empire State Campaign Committee of the National Woman Suffrage Association, Sixth District:

"904 C. of C. Building, Rochester, N. Y.,

Sept. 20, 1915.

"The Amalgamated Association of S. & E. Ry. Employees:

"Gentlemen: Please permit the suffragists of this district to express to you their extreme gratification at the enlightened and progressive stand you have taken on the great question of woman's enfranchisement. We earnestly hope that your faith in the woman's vote, will be justified in resulting in happier, healthier and fairer conditions for all labor.

"Thanking you for putting on your records such a splendid resolution, we are,

Fraternally yours,

SUFFRAGISTS OF THE SEVENTH DISTRICT,

Per Alice C. Clement,  
Chairman."

The communication was received and made part of the records of the Convention.

Delegate Tomkins invited all the delegates who intended to return to their homes via Toronto, Canada, or who would go to that city from Buffalo and Niagara Falls, to notify the Toronto delegates, as they wished to provide for their entertainment.

#### Election of Officers.

The Chair declared in order the nomination and election of officers, and appointed as Tellers, Delegates Warren A. Lewis, Division No. 482, New London, Conn., and P. T. Noon, Division No. 582, Utica, N. Y.

Vice-President George Keenan in the Chair.

The Chair declared in order nominations for International President.

Delegate William Taber, Division No. 241, Chicago, Ill., placed in nomination for International President, W. D. Mahon, of Detroit, Mich.

The nomination of W. D. Mahon was seconded by Delegates Bruce, Breen and Higgins.

The Chair: "If there are no further nominations the Secretary will cast one ballot for William D. Mahon for International President for the ensuing term.

There were no further nominations.

The Secretary cast the vote of the Convention for W. D. Mahon who was declared duly elected.

International President-elect W. D. Mahon, made a brief address in which he thanked the delegates for the unanimous election.

President William D. Mahon in the chair.

The Chair declared in order nominations for First International Vice-President.

Delegate W. S. McClenathan, Division No. 308, Chicago, Ill., placed in nomination for First Vice-President, J. J. Thorpe, of Division No. 85, Pittsburgh, Pa.

The nomination was seconded by Delegate W. M. Rea, Division No. 268, Cleveland.

Moved by Delegate Anderson and seconded by Delegate McLain that the nominations for First Vice-President close upon the name of J. J. Thorpe, and that the Secretary be instructed to cast the vote of the Convention for J. J. Thorpe for First-President. Carried.

The Secretary cast the vote of the Convention for John J. Thorpe for 1st Vice-President.

John J. Thorpe having received the vote of the Convention for First Vice-President was declared duly elected.

First International Vice-President-elect Thorpe thanked the Convention for the kindness shown him and their appreciation of his work, and assured the delegates he would do his best for the Amalgamated Association in the future, as he had done in the past.

The Chair declared in order nominations for Second Vice-President.

Delegate P. J. Ward, Division No. 85, Pittsburgh, Pa., placed in nomination for Second Vice-President, the name of William F. Welch, Division No. 103, Wheeling, W. Va.

Delegate Furbie, Division No. 103, seconded the nomination.

Moved by Delegate Cahill and seconded by Delegate Anderson that the Secretary cast the vote of the Convention for William F. Welch for Second Vice-President. Carried.

The Secretary cast the vote of the Convention for William F. Welch for Second Vice-President.

William F. Welch, having received the vote of the Convention for Second Vice-President was declared duly elected for the ensuing term.

Second International Vice-President-elect Welch thanked the convention for the honor of being elected for the third time without opposition, and assured the Convention he would do the best work he was capable of doing for the organization.

The Chair declared in order nomination of Third International Vice-President.

Delegate O'Dea, Division No. 282, Rochester, N. Y., placed in nomination for Third International Vice-President, George Keenan, Division No. 282, Rochester.

Delegate O'Sullivan, Division No. 282, seconded the nomination of George Keenan for Third International Vice-President.

Moved by Delegate Coleman, Division No. 618, and seconded by Delegate M. C. O'Brien, Division No. 241, that the secretary be instructed to cast the vote of the Convention for the nominee. Carried.

The Secretary cast the vote of the Convention for George Keenan for Third International Vice-President.

George Keenan, having received the full vote of the Convention was declared duly elected Third International Vice-President for the ensuing term.

Third Vice-President-elect Keenan expressed his appreciation of the honor conferred upon him.

The Chair declared in order nominations for Fourth International Vice-President.

Delegate J. C. Barbara, Division No. 194, placed in nomination for Fourth Vice-President, Ben Commons, Division No. 194, New Orleans, La.

Delegate A. E. Jones, Division No. 627, Cincinnati, placed in nomination for Fourth Vice-President, Delegate S. J. Allen, Division No. 558, Shreveport, La.

The Chair stated if there were no further nominations the nominations would close on the two candidates named.

The Chair declared in order election of Fourth International Vice-President.

Ballots were distributed and the Convention proceeded to vote upon Fourth International Vice-President.

As a result of the ballot Ben Commons received 154 votes and S. J. Allen received 64 votes.

Ben Commons, having received a majority of the votes cast for Fourth International Vice-President was declared duly elected.

Moved by Delegate Allen and seconded by Delegate A. E. Jones, that the vote for Ben Commons be made unanimous. Carried.

The Chair—"It is now approaching the time set for adjournment for the day. The question of adjournment or continuing to complete the work of the convention is before the delegates."

Moved and seconded by Dels. Doherty and Weller that the session continue until all business of the convention is completed. Carried.

The Chair declared in order nominations for Fifth International Vice-President.

Delegate Matthew J. Higgins, Division No. 589, Boston, Mass., placed in nomination P. J. O'Brien, of Division No. 448,

Springfield, Mass., for Fifth International Vice-President.

Delegate Broderick, Division No. 22, Worcester, Mass., seconded the nomination of P. J. O'Brien, for Fifth International Vice-President.

Delegate McMorrow, Division No. 448, Springfield, Mass., moved that the Secretary be instructed to cast the vote of the Convention for P. J. O'Brien for Fifth International Vice-President. Seconded by Delegate McLain and carried.

The Secretary cast the vote of the convention for P. J. O'Brien for Fifth International Vice-President.

P. J. O'Brien having received the full vote of the Convention, was declared duly elected.

Fifth International Vice-President-elect O'Brien, in a few well chosen words, thanked the Convention.

The Chair declared in order the nomination of Sixth International Vice-President.

Delegate William Quinlan, Division No. 241, Chicago, Ill., placed in nomination Delegate William S. McClenathan, Division No. 308, for Sixth International Vice-President.

Delegate John J. Bruce, Division No. 308, Chicago, Ill., seconded the nomination of William S. McClenathan for Sixth International Vice-President.

Moved by Delegate P. J. O'Brien and seconded by Delegate Lynch that the Secretary cast the vote of the Convention for William S. McClenathan for Sixth International Vice-President. Carried.

The Secretary cast the vote of the Convention for William S. McClenathan for Sixth International Vice-President.

William S. McClenathan, having received the vote of the Convention for Sixth International Vice-President, was declared duly elected.

Sixth Vice-President-elect McClenathan assured the delegates that he was deeply grateful for the honor bestowed upon him by the unanimous election.

The Chair declared in order nominations for Seventh International Vice-President.

G. E. B. Member McMorrow placed in nomination for Seventh International Vice-President, Ben Bowbeer, of Oakland, Calif.

Delegate Robotham, Division No. 192, placed in nomination for Seventh International Vice-President, B. D. Atkins, Division No. 192, Oakland, Calif.

Delegate Goodwin, Division No. 192, seconded the nomination of B. D. Atkins for Seventh International Vice-President.

G. E. B. Member Fitzgerald, in a brief address, seconded the nomination of Ben Bowbeer for Seventh International Vice-President.

The Chair declared nominations closed on the two candidates named.

The Convention proceeded to vote upon Seventh International Vice-President.

As a result of the ballot of the Convention for Seventh International Vice-President, Ben Bowbeer received 173 votes and B. D. Atkins received 47 votes.

Ben Bowbeer having received a majority of the votes cast was declared elected Seventh International Vice-President.

The Chair declared in order nominations for Eight International Vice-President.

Delegate Conn, Division No. 113, placed in nomination Joseph Gibbons, of Division No. 113, Toronto, Ont., for Eighth International Vice-President.

Delegate Tomkins, Division No. 113, seconded the nomination of Joseph Gibbons for Eighth International Vice-President.

Moved by Delegate Higgins, Boston, and seconded by Delegate Everett, that the Secretary be instructed to cast the vote of the Convention for the nominee. Carried.

The Secretary cast the vote of the Convention for Eighth International Vice-President.

Joseph Gibbons, having received the vote of the Convention for Eighth International Vice-President, was declared duly elected.

G. E. B. M. Sinclair, on behalf of Joseph Gibbons, who was not in the Convention, thanked the delegates for the re-election.

The Chair declared in order nominations for Ninth International Vice-President.

Delegate A. Scoble, Division No. 99, Winnipeg, placed in nomination for Ninth International Vice-President, Fred A. Hoover, of Vancouver, B. C., Division No. 101.

There being no further nominations the Chair instructed the Secretary to cast the vote of the Convention for Fred A. Hoover for Ninth International Vice-President.

The Secretary cast the vote of the Convention for Ninth International Vice-President.

Fred A. Hoover having received the vote of the Convention for Ninth International Vice-President was declared duly elected.

Ninth Vice-President-elect Fred A. Hoover, in well chosen words, thanked the Convention.

The Chair declared in order nominations for Tenth International Vice-President.

Delegate Fred Schultz, Division No. 268, Cleveland, O., placed in nomination for Tenth International Vice-President, George R. Davies, Division No. 268, Cleveland, O.

The nomination was seconded by Delegate Goodwin, Division No. 192, Oakland, Calif.

G. E. B. Member McMorro placed in nomination for Tenth International Vice-President, George A. Dean of Stockton, Cal.

Delegate Breen, New Haven, Ct., seconded the nomination of George A. Dean, for Tenth International Vice-President.

There being no others nominated the nominations closed.

Ballots were distributed by the tellers and the Convention proceeded to vote upon Tenth International Vice-President.

As a result of the ballot of the Convention, George A. Dean received 126 votes and George R. Davies received 91 votes.

George A. Dean having received a majority of all votes cast was declared elected Tenth International Vice-President.

Tenth International Vice-President-elect Dean, in a brief address, thanked the Convention for the honor bestowed upon him,

and stated that during his term of office he would follow the instructions of his superior officers.

Delegate Davies made a brief address in which he thanked the delegates for the consideration he had received through the vote cast.

The Chair declared in order nominations for International Treasurer.

Delegate John T. McGrath, Division No. 168, Scranton, Pa., placed in nomination for International Treasurer Rezin Orr, Detroit, Mich.

Delegate Rea, Division No. 268, Cleveland, O., seconded the nomination of Rezin Orr for International Treasurer.

Their being no further nominees, the Chair instructed the Secretary to cast the vote of the Convention for Rezin Orr for International Treasurer.

The Secretary cast the vote of the Convention for International Treasurer.

Rezin Orr having received the vote of the Convention for International Treasurer was declared duly elected.

Vice-President Keenan in the Chair.

Treasurer Orr made a brief speech in which he expressed the great satisfaction he felt in the appreciation shown for the efforts he had made in the past for the Amalgamated Association.

The Chair declared in order nominations for First Member of the G. E. B.

President W. D. Mahon placed in nomination for First G. E. B. Member, Fred Fay, of Division No. 111, Ypsilanti, Mich.

Delegate Nesdale, Division No. 589, Boston, and Delegate Cahill, Division No. 618, seconded the nomination of Fred Fay.

There being no further nominations the Chair instructed the Secretary to cast the vote of the Convention for Fred Fay for First G. E. B. Member.

The Secretary cast the vote of the Convention for First G. E. B. Member.

Fred Fay having received the vote of the Convention for First G. E. B. Member was declared duly elected.

International President W. D. Mahon in the Chair.

The Chair declared in order nominations for Second G. E. B. Member.

Delegate Coe W. Mills, Division No. 241, Chicago, Ill., placed in nomination for Second G. E. B. Member, R. L. Reeves, of Division No. 85, Pittsburgh, Pa.

There were no further nominations.

The Chair cast the vote of the Convention for Second G. E. B. Member.

R. L. Reeves, having received the vote of the Convention for Second G. E. B. Member was declared duly elected.

The Chair declared in order nominations for Third G. E. B. Member.

Editor L. D. Bland, Division No. 241, Chicago, Ill., placed in nomination for Third G. E. B. Member, Edward McMorro, Division No. 241, Chicago, Ill.

Delegate McClenathan, seconded the nomination of Edward McMorro.

Nominations closed for Third G. E. B. Member.

The Chair instructed the Secretary to cast the vote of the Convention for Edward McMorrow for Third G. E. B. Member.

The Secretary cast the vote of the Convention for Third G. E. B. Member.

Edward McMorrow having received the vote of the Convention for Third G. E. B. Member was declared duly elected.

G. E. B. Member McMorrow, in a brief address, thanked the delegates sincerely for their expression of renewed confidence.

The Chair declared in order nominations for Fourth G. E. B. Member.

Delegate S. J. Allen, Division No. 558, Shreveport, La., placed in nomination for Fourth G. E. B. Member, Magnus Sinclair, Division No. 113, Toronto, Ontario.

Delegate Edward Batt, Division No. 107, Hamilton, Ont., seconded the nomination of Magnus Sinclair, for Fourth G. E. B. Member.

There were no further nominations.

The Chair instructed the Secretary to cast the vote of the Convention for Fourth G. E. B. Member.

The Secretary cast the vote of the Convention for Fourth G. E. B. Member.

Magnus Sinclair having received the vote of the Convention for Fourth G. E. B. Member was declared duly elected.

G. E. B. Member Sinclair thanked the Convention.

The Chair declared in order nominations for Fifth G. E. B. Member.

Delegate Frank O'Shea, Division No. 623, Buffalo, N. Y., placed in nomination for Fifth G. E. B. Member, Wm. B. Fitzgerald, Division No. 132, Troy, N. Y.

Delegate O'Sullivan seconded the nomination of William B. Fitzgerald.

Nominations closed for Fifth G. E. B. Member.

The Chair instructed the Secretary to cast the vote of the Convention for William B. Fitzgerald for Fifth G. E. B. Member.

The Secretary cast the vote of the Convention for Fifth G. E. B. Member.

William B. Fitzgerald having received the vote of the Convention for Fifth G. E. B. Member was declared duly elected.

G. E. B. Member Fitzgerald stated he desired to express his thankfulness for the confidence of the members, and stated further that he felt whatever success he had attained in the organization had been because of the guidance and policies of the International President.

The Chair declared in order nominations for Sixth G. E. B. Member.

Delegate Maurice Lynch, Division No. 241, Chicago, Ill., placed in nomination for Sixth G. E. B. Member Patrick J. Shea, of Div. No. 168, Scranton, Pa.

Delegate M. H. Kernan, Division No. 168, Scranton, seconded the nomination of Patrick J. Shea, of Division No. 168.

There being but one nominee the Chair instructed the Secretary to cast the vote of the Convention for Sixth G. E. B. Member.

The Secretary cast the vote of the Convention for Sixth G. E. B. Member.

Patrick J. Shea having received the vote of the Convention for Sixth G. E. B. Member was declared duly elected.

G. E. B. Member Shea thanked the Convention and stated that he would strive to merit the honor that had been bestowed upon him.

The Chair declared in order nominations for Seventh G. E. B. Member.

Delegate Bruce, Division No. 308, Chicago, Ill., placed in nomination for Seventh G. E. B. Member, Joseph C. Colgan, Division No. 241, Chicago, Ill.

The nomination was seconded by Delegate M. C. O'Brien.

The Chair, there being no further nominees, instructed the Secretary to cast the vote of the Convention for Joseph C. Colgan for Seventh Member of G. E. B.

The Secretary cast the vote of the Convention for Seventh G. E. B. Member.

Joseph C. Colgan, having received the vote of the Convention for Seventh G. E. B. Member was declared duly elected.

G. E. B. Member Colgan in a few well chosen words thanked the Convention.

The Chair declared in order nominations for Eighth G. E. B. Member.

Delegate P. J. McGrath, Division No. 85, Pittsburgh, Pa., placed in nomination for Eighth G. E. B. Member, John H. Reardon, Division No. 22, Worcester, Mass.

Delegate P. J. Rooney, Division No. 22, Worcester, Mass., seconded the nomination of John H. Reardon.

Nominations closed upon the name of John H. Reardon.

The Chair instructed the Secretary to cast the vote of the Convention for John H. Reardon for Eighth G. E. B. Member.

The Secretary cast the vote of the Convention for Eighth G. E. B. Member.

Nominee John H. Reardon having received the vote of the Convention for Eighth G. E. B. Member, was declared duly elected. Eighth G. E. B. Member was declared duly elected.

G. E. B. Member Reardon stated that he appreciated very much the expression of confidence given him.

The Chair declared in order nominations for Ninth G. E. B. Member.

Delegate Flynn, Division No. 477, Philadelphia, Pa., placed in nomination for Ninth G. E. B. Member, Allen H. Burt, of Division No. 382, Salt Lake City, Utah.

The Secretary seconded the nomination of Allen H. Burt for Ninth G. E. B. Member.

Allen H. Burt was the only nominee.

The Chair instructed the Secretary to cast the vote of the Convention for Allen H. Burt for Ninth G. E. B. Member.

The Secretary cast the vote of the Convention for Ninth G. E. B. Member.

Allen H. Burt having received the vote of the Convention for Ninth G. E. B. Member was declared duly elected.

The Chair declared in order nominations for Second A. F. of L. delegate.

G. E. B. Member Shea placed in nomina-

tion International Treasurer Rezin Orr for Second A. F. of L. delegate.

Rezin Orr was the only nominee.

The Chair instructed the Secretary to cast the vote of the Convention for A. F. of L. delegate.

The Secretary cast the vote of the Convention for Rezin Orr for Second A. F. of L. delegate.

Rezin Orr having received the vote of the Convention for Second A. F. of L. delegate was declared duly elected.

The Chair declared in order nominations for Third A. F. of L. delegate.

Delegate Quinlan, Division No. 241, Chicago, placed in nomination for Third Delegate to the A. F. of L., William Taber, Division No. 241, Chicago, Ill.

There being no further nominees the Chair instructed the Secretary to cast the vote of the Convention for William Taber for Third A. F. of L. delegate.

The Secretary cast the vote of the Convention for William Taber for Third A. F. of L. delegate.

William Taber having received the vote of the Convention was declared duly elected.

The Chair declared in order nominations for Fourth A. F. of L. delegate.

Delegate P. J. McGrath, Division No. 85, Pittsburgh, Pa., placed in nomination for Fourth A. F. of L. delegate, John T. McGrath, Division No. 168, Scranton, Pa.

No other nomination was made.

The Chair directed the Secretary to cast the vote of the Convention for Fourth A. F. of L. delegate.

The Secretary cast the vote of the Convention for Fourth A. F. of L. delegate.

John T. McGrath having received the vote of the Convention for Fourth A. F. of L. Delegate was declared duly elected.

The Chair declared in order the election of First Alternate A. F. of L. Delegate.

G. E. B. Member McMorrow placed in nomination for First Alternate A. F. of L. Delegate, Frank O'Shea, Division No. 623, Buffalo, N. Y.

Frank O'Shea being the only nominee the Secretary, by direction of the Chair, cast the vote of the Convention.

Frank O'Shea having received the vote of the Convention for First Alternate A. F. of L. Delegate was declared duly elected.

The Chair declared in order nominations for Second Alternate A. F. of L. Delegate.

Delegate P. J. O'Brien, Springfield, Mass., placed in nomination for Second Alternate A. F. of L. delegate, Jeremiah Dinneen, Division No. 241, Chicago.

Jeremiah Dinneen was the only nominee.

The Secretary, by direction of the Chair, cast the vote of the Convention.

Jeremiah Dinneen having received the vote of the Convention for Second Alternate A. F. of L. Delegate was declared duly elected.

The Chair declared in order nomination for Third Alternate A. F. of L. Delegate.

Delegate J. J. Bruce, Chicago, Ill., placed in nomination for Third Alternate A. F. of L. Delegate, J. B. Wiley, Division No. 441, Des Moines, Iowa.

Nominations closed on J. B. Wiley, and the Chair directed the Secretary to cast the vote of the Convention.

The Secretary cast the vote of the Convention.

J. B. Wiley having received the vote of the Convention was declared duly elected Third Alternate A. F. of L. Delegate.

The Chair declared in order the election of the Fourth Alternate A. F. of L. Delegate.

Delegate Southall, Division No. 99, Winnipeg, Manitoba, placed in nomination for Fourth Alternate A. F. of L. Delegate, A. Scoble, Division No. 99, Winnipeg, Man.

There were no further nominations. By order of the Chair the Secretary cast the vote of the Convention.

A. Scoble having received the vote of the Convention for Fourth Alternate A. F. of L. Delegate was declared duly elected.

The Chair read the following communication:

"Mr. W. D. Mahon, I. P.,

Convention Hall,

Rochester, N. Y.

"Dear Sir and Brother: Your telegram received. Glad to know that newspaper reports I read were untrue.

"No one advised me that you had attacked me. All my information came from newspaper reports.

"Concerning Bay State situation which has made so much trouble, I spent more than one year with them, and the award was a substantial victory. No one would attack me about that situation if I was around to defend myself. God Almighty himself could not satisfy some of them.

"Please thank the delegates at the Convention for their continued confidence in me, I deeply appreciate it. I am improving and will be on the firing line soon.

"With kind regards and best wishes, I am,

Faternally yours,

FRED FAY."

The Chair: "It has always been the custom to decide where the headquarters will be located for the next term. We have built a headquarters in Detroit, and the Secretary informs me that the headquarters are fixed by law in this Convention, and it will not be necessary to vote on that.

"The next order will be the selection of the Convention city for 1917."

Delegate Cahill placed in nomination the City of Providence, R. I.

Delegate Davies placed the City of Cleveland, Ohio, in nomination.

Delegates Rea and Nicholson seconded the nomination of Cleveland.

There were no further nominations and the Chair declared in order elections of Convention City.

The convention proceeded to ballot for Convention City.

As a result of the ballot Providence received 138 votes and Cleveland received 79 votes.

Providence was declared the convention city for the year 1917, having received a



majority of the votes.

Moved by Delegate Bruce, Chicago, and seconded by Delegate Bloss, that the Sergeant-at-Arms and the two Assistant Sergeants-at-Arms each receive \$50.00 for his work during the Convention.

Moved by Delegate O'Sullivan, as an amendment, and seconded by Delegate Mills, that \$75.00, be paid the Sergeant-at-Arms and the two assistant Sergeants-at-Arms. Carried.

Moved by Delegate Anderson, and seconded, that the Secretary forward the credentials to the delegates at their address. Carried.

The Chair declared in order the installation of officers.

The Chair installed the officers-elect.

Officers elect present at the installation were: W. D. Mahon, J. J. Thorpe, W. F. Welch, George Keenan, P. J. O'Brien, Wm. S. McClenathan, Fred A. Hoover, George A. Dean, Rezin Orr, R. L. Reeves, Edward McMorrow, Magnus Sinclair, Wm. B. Fitzgerald, P. J. Shea, J. C. Colgan, John H. Reardon, William Taber and John T. McGrath.

President Mahon: "This brings to a close the Fourteenth Bi-ennial Convention of our Association."

Moved by Delegate Bruce, Chicago, and seconded by Delegate Batt that the convention adjourn sine die. Carried.

At 6:30 o'clock p. m., Monday, September 20, 1915, in accordance with the motion to adjourn, the Fourteenth Bi-ennial Convention of the Amalgamated Association of Street and Electric Railway Employees of America was adjourned sine die.

**W. D. MAHON, Chairman,**  
**Per. R. L. REEVES, Secretary.**

The official representation at the Fourteenth Convention embraced 242 delegates and officers. The preceding convention embraced 257 officials representatives—delegates and International Officers. Due to the increased apportionment for representation, which provides one delegate for each local of 300 members or less and an additional delegate for each 300 additional members or major fraction thereof, it is clear that as a representative body the Fourteenth Convention was vastly the largest ever held by the Association. As reported to the Entertainment Committee of Div. No. 282, the total attendance, including visitors accompanying delegates, was 640. While the official attendance was 15 less than at the Salt Lake City Convention, the total number attracted to Rochester was one-half greater.

Delegates and visitors to the Fourteenth Convention were unanimous in expressions of appreciation of the work of the able and all-attentive reception and entertainment committees of Div. No. 282, Rochester, N. Y. The convention committees assigned by Div. No. 282 were: Convention

and Arrangement Committee—Brothers John J. O'Dea, Chairman; Charles A. Herrick, Secretary; J. J. O'Sullivan, William B. Fitzgerald and James R. Gaffney. The Reception and Entertainment Committee embraced Mrs. John J. O'Dea, Mrs. John J. O'Sullivan, Mrs. Peter J. Jones, Mrs. James R. Gaffney, Mrs. Harry Hyman and Brothers James R. Gaffney, E. W. Burns and Charles M. Herrick. Brother Gaffney was the affable chairman of the Committee. There was not a single delegate or visitor at the convention but received the attention of this committee in the way of contributing to making their stay in Rochester most pleasant and agreeable. Div. No. 282 was fortunate in the choosing of an exceptionally qualified Reception and Entertainment Committee. They, in the unselfish performance of their duty, impressed all convention visitors of the great importance of Rochester as a social and industrial center and with the fact that in Rochester life is well worth living.

Officers elected by the 14th convention to serve for the ensuing two years are as follows:

International President, W. D. Mahon, Detroit, Mich.

1st Int. Vice-Pres. J. J. Thorpe, Div. No. 85, Pittsburgh, Pa.

2nd Int. Vice-Pres. Wm. F. Welch, Div. No. 103, Wheeling, W. Va.

3rd Int. Vice-Pres., George Keenan, Div. No. 282, Rochester N. Y.

4th Int. Vice-Pres., Ben Commons, Div. No. 194, New Orleans, La.

5th Int. Vice-Pres., P. J. O'Brien, Div. No. 448, Springfield, Mass.

6th Int. Vice-Pres., W. S. Clenathan, Div. No. 308, Chicago, Ill.

7th Int. Vice-Pres., Ben Bowbeer, Div. No. 192, Oakland, Cal.

8th Int. Vice-Pres., Joseph Gibbons, Div. No. 113, Toronto, Ont.

9th Int. Vice-Pres., Fred A. Hoover, Div. No. 101, Vancouver, B. C.

10th Int. Vice-Pres., George A. Dean, Div. No. 276, Stockton, Cal.

International Treasurer, Rezin Orr, Detroit, Mich.

1st G. E. B. Member, Fred Fay, Div. No. 111, Ypsilanti, Mich.

2nd G. E. B. Member, R. L. Reeves, Div. No. 85, Pittsburgh, Pa.

3rd G. E. B. Member, Edw. McMorrow, Div. No. 241, Chicago, Ill.

4th G. E. B. Member, Magnus Sinclair, Div. No. 113, Toronto, Ont.

5th G. E. B. Member, Wm. B. Fitzgerald, Div. No. 132, Troy, N. Y.

6th G. E. B. Member, P. J. Shea, Div. No. 168, Scranton, Pa.

7th G. E. B. Member, J. C. Colgan, Div. No. 241, Chicago, Ill.

8th G. E. B. Member, Jno. H. Reardon, Div. No. 22, Worcester, Mass.

9th G. E. B. Member, Allen H. Burt, Div. No. 382, Salt Lake City, Utah.

1st A. F. of L. Delegate, W. D. Mahon, Detroit, Mich.

2nd A. F. of L. Delegate, Rezin Orr, Detroit, Mich.

3rd A. F. of L. Delegate, Wm. Taber, Div. No. 241, Chicago, Ill.

4th A. F. of L. Delegate, John T. McGrath, Div. No. 168, Scranton, Pa.

1st Alternate A. F. of L. Delegate, Frank O'Shea, Div. No. 623, Buffalo, N. Y.

2nd Alternate A. F. of L. Delegate, Jeremiah Dinneen, Div. No. 241, Chicago, Ill.

3rd Alternate A. F. of L. Delegate, J. B. Wiley, Div. No. 441, Des Moines, Iowa.

4th Alternate A. F. of L. Delegate, A. Scoble, Div. No. 99, Winnipeg, Man.

# The Motorman and Conductor

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Employees of America

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W. D. MAHON, President



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WM. E. WELCH.....Second Vice-President  
GEORGE KEENAN.....Third Vice-President  
BEN COMMONS.....Fourth Vice-President  
P. J. O'BRIEN.....Fifth Vice-President  
W. S. McCLEATHAN.....Sixth Vice-President  
BEN BOWBEER.....Seventh Vice-President  
JOSEPH GIBBONS.....Eighth Vice-President  
FRED A. HOOVER.....Ninth Vice-President  
GEORGE A. DEAN.....Tenth Vice-President  
REZIN ORR.....International Treasurer

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EDWARD McMORROW  
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WM. B. FITZGERALD  
P. J. SHEA  
JOSEPH C. COLGAN  
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JOHN H. REARDON.....Chairman  
R. L. REEVES.....Secretary  
Entered at the Detroit P. O. as Second-Class Matter

## ASSOCIATION Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitrations; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

## STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., of the Motorman and Conductor.

Published monthly at Detroit, Mich., for October 1, 1915, required by the Act of August 24, 1913.

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W. D. Mahon, International President, 104 E. High St., Detroit, Mich.

Rezin Orr, International Treasurer, 104 E. High St., Detroit, Mich.

John H. Reardon, Chairman General Executive Board, 55 Downing St., Worcester, Massachusetts.

Known bondholders, mortgages and other security holders, holding 1 per cent or more of total amount of bonds, mortgages or other securities: None.

R. L. REEVES, Editor.

Sworn to and subscribed before me this 6th day of October, 1915.

PROCTOR K. OWENS,

(Seal) Notary Public, Wayne Co., Michigan.

(My commission expires May 21st, 1916.)

## CONVENTION ENTERTAINMENT PROGRAM.

The convention entertainment program was arranged by the Convention Arrangement Committee, of which President John J. O'Dea of Div. No. 282, was chairman. The program was ably carried out under the administration of the Reception and Entertainment Committees, of which Local Executive Board Member James R. Gaffney was chairman. The program carried out was as follows:

Convening of the Convention at ten o'clock A. M. Monday, September 13, 1915, at Convention Hall, with President John J. O'Dea of Div. No. 282, as temporary chairman, who, on behalf of the Rochester local, extended to the conventionites a hearty welcome.

Address of welcome on behalf of Rochester by Mayor Hiram H. Edgerton.

Address of welcome on behalf of the Central Trades and Labor Council of Rochester by President Emanuel Koveleski.

Reply to addresses of welcome by International President W. D. Mahon. The Convention was then turned over to President Mahon as permanent chairman.

Preparatory to convening, the conventionites, led by the excellent and popular Rochester Hebing's Band, marched in line of parade from headquarters at the Eggleston Hotel to Convention Hall. At the hall the addresses of welcome were interspersed with music by the band.

At the opening exercises of the Convention

tion speakers were well received. Upon the introduction of International President W. D. Mahon by Temporary Chairman O'Dea, the International President was given an ovation lasting 54 seconds, perhaps one of the greatest expressions of appreciation he ever received.

Thus, under the auspices of Div. No. 282, was formally convened the Fourteenth Association Convention, which, in the history of the Association, was the largest in the matter of membership and the number of locals represented.

Monday evening, Sept. 13, the entertainment consisted of a theater party at the Temple Theater. The management of the theater added its special attention in making this a most agreeable event.

Tuesday evening, Sept. 14, was held a convention banquet at the Powers hotel. Over 600 plates were set in the banquet hall of the hotel. President Emanuel Koveleski of the Rochester C. T. and L. C., in a most entertaining address, peculiarly characteristic of the genial president of the Rochester central body, introduced President Mahon as toastmaster. Among the guests at this event were Mr. E. J. Cook, general manager, and Mr. E. E. Strong, superintendent of the New York Railways, Rochester Division. An address by Mr. Cook was regarded by the delegates as in the nature of a most unusual treat. Mr. Cook explained to the delegates how membership in the Amalgamated Association tended to create a deeper interest on the part of street railway employees in the affairs of the employing company and in the occupation. He frankly assured the delegates that the Rochester local, through its organization, had much improved the character of service to the Rochester street railway riding public. Mr. Strong's address was also congratulatory to the membership, in which he pointed out ways that the Association is and can be more advantageous in promoting the service than without organization. Other speakers were Business Agent J. J. O'Sullivan of the Rochester local; General Executive Board Members Sinclair and McMorro, Business Agent A. Scoble, of Div. No. 99, Winnipeg, Man.; Vice-President John McLain, Div. No. 241, Chicago, and Secretary Mills, of Div. No. 241. President Mahon interestingly responded to the various speakers. President Cahill, of the Providence local, and others, entertained by singing. The festivities closed at one o'clock, after midnight.

Wednesday afternoon, Sept. 15, under direction of the lady members of the Entertainment Committee, lady convention visitors were taken for an automobile ride, for which several automobiles were contributed by the business men of Rochester. The trip was around the city, throughout

which many points of interest were visited, and especially Rochester's famous parks. Refreshments were served and a general pleasure trip enjoyed.

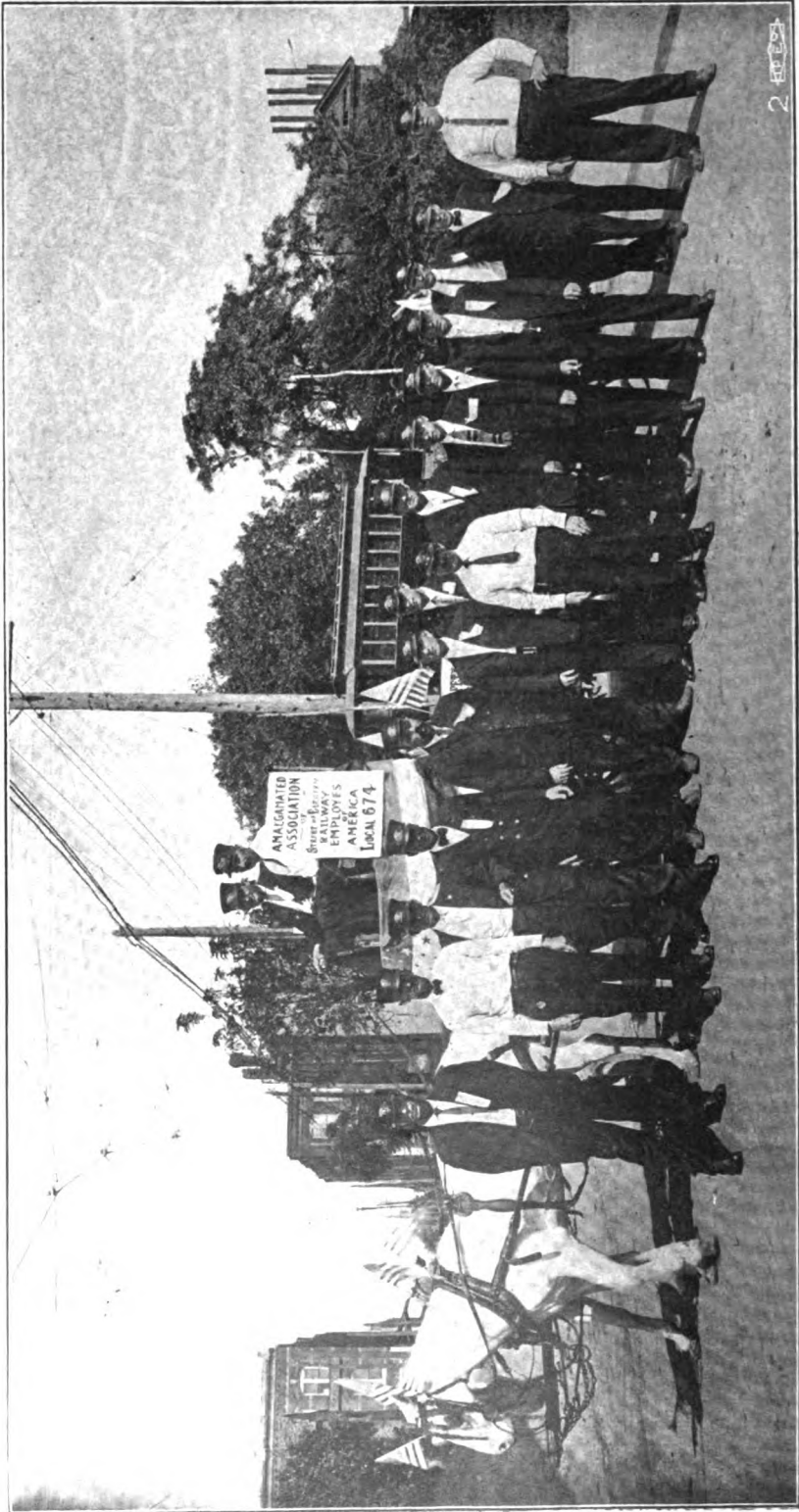
Wednesday evening, Sept. 15, was held the Association anniversary celebration at Convention Hall. Convening began at eight o'clock P. M. and continued until the early morning hours. The after-midnight session was for the convenience of late run members of Div. No. 282. Aside from being an anniversary celebration, the occasion was a typical ice cream festival at which palatable luncheons were served. Space will not permit anything like a satisfactory report upon this Association anniversary celebration. Hebing's Band was again requisitioned and received the plaudits of all attendants. In fact, were it possible, the band again added to its popularity and to the popularity of its genial leader, Mr. Hebing. International Treasurer Rezin Orr was made toastmaster of this event. Special features were the addresses of International President Mahon and Attorney Jacob C. LeBosky of Chicago. Assistant President James Connors of the Switchmen's Union, and President A. McAndrew of the Tobacco Workers, were guests. Among others who spoke were Board Members McMorro and Sinclair. International Vice-President McClenethan and President William Qinlan of Div. No. 241, Chicago, Ill. President M. J. Cahill of Div. No. 618, Providence, and Business Agent Thomas F. Shine, with his Boston quartette, entertained with songs which were highly appreciated. This event also received the laudable attention of President Koveleski of the Rochester central body.

Thursday afternoon, Sept. 16, was given over to a trolley trip to the lake front, participated in by the delegates and visitors. Cars for this event were contributed by the street railway company. All enjoyed a bath in the placid surf of Lake Ontario.

The afternoon of Friday, Sept. 17, the visiting ladies were taken upon a shopping tour, in which they were able to visit all the principal stores of Rochester. Tea was served in one of the large department stores on Main street. This event was under the immediate direction of the lady members of the Rochester Entertainment Committee and was highly enjoyed.

Friday evening, Sept. 17, was the Convention ball, held in Convention Hall. Aside from the conventionites present were members and ladies of Div. No. 282 and various other trade organizations. The grand march was led by G. E. B. Member and Mrs. William B. Fitzgerald.

On Sunday afternoon, by courtesy of the street railway company, conventionites



Members of Div. No. 674, Fort Smith, Ark., as they appeared preparatory to entering the Labor Day Parade, September 6, 1915.

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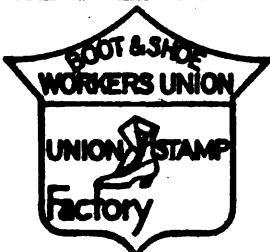
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No. 12

NOVEMBER



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# The Motorman and Conductor

VOL. XXIII.

DETROIT, MICHIGAN, NOVEMBER, 1915

No. 12



**NATIONAL PRESIDENT GIUSEPPI SARDELLI,**

**Italy Street Railway Employees' Association.**

Brother Giuseppe Sardelli, whose picture is above given, is the National President of the union street railway employes of Italy, and at their last convention of the various locals was re-elected National President. He is highly prominent in the organized labor movement in Italy and has been instrumental in improving the street railway employes' wages and working conditions in Rome and other Italian industrial centers. He lent valuable assistance to President Mahon and Editor Bland in their investigation work in Rome while they were in Europe. The Rome local of the national union comprises 4,000 members. The national union is known as the National Union of Tramway Employes and our representatives cite the fact that it was through the efforts of President Sardelli that this union affiliated with the "bona fide trade union movement of Europe."



**PRESIDENT WM. QUINLAN,**  
Div. No. 241, Chicago, Ill.

President Wm. Quinlan of Div. No. 241, Chicago, Ill., holds the distinction of being the executive head of the largest trade union local in the world. Div. No. 241, A. A. of S. and E. R. E. of A., of Chicago, of which Brother Quinlan is president, holds that distinction. The local represents over 12,000 Chicago surface street railway men. No other craft has a single local of equal membership. Aside from International officers very few in the Amalgamated Association are as well known generally to the membership, personally and through his reputation as the leader of his local, than the president of the big Chicago local. He has attended every convention since the institution of the local and has taken an active part in shaping the laws of the Association and was chairman of the Law Committee in the last three conventions. That he is a man of unusual executive ability was demonstrated in the recent Chicago wage adjustment.

## THE ROCKEFELLER INDUSTRIAL REPRESENTATION PLAN, AS SEEN FROM THREE ANGLES.

Presented in the Survey.

By John D. Rockefeller, Jr.

Being the conclusion of an address delivered by him, during his recent visit to Colorado, before the Chamber of Commerce in Denver.

There has been so much said with regard to the views which my father and I have held and do hold in regard to the organization of labor, and also in regard to the relations which should exist between the various parties in any company or corporation, that it is perhaps not unfitting for me to state in a few words just what those views are. The position I took when called before the Sub-Committee of Mines and Mining of the House of Representatives in Washington two years ago, in regard to the right of every American workman to work for whom he pleased and upon such terms as he pleased, has been frequently misunderstood and misrepresented. It has been construed as indicating that my father and I were not only opposed to the organization of labor, but that we were persistently and continually fighting it. No such inference is correct, for absolutely the contrary is the fact. I can, perhaps, present in the briefest and clearest way the views which we hold on these two subjects by referring to several paragraphs from a statement which I read before the Industrial Commission in New York last January:

"First, with reference to my attitude toward labor unions; I believe it to be just as proper and advantageous for labor to associate itself into organized groups for the advancement of its legitimate interests, as for capital to combine for the same object. Such associations of labor manifest themselves in promoting collective bargaining, in an effort to secure better working and living conditions, in providing machinery whereby grievances may easily and without prejudice to the individual be taken up with the management. Sometimes they provide benefit features, sometimes they seek to increase wages; but whatever their specific purpose, so long as it is to promote the well-being of the employees, having always due regard for the just interests of the employer and the public, leaving every worker free to associate himself with such groups or to work independently, as he may choose—I favor them most heartily.

"Combinations of capital are sometimes conducted in an unworthy manner, contrary to law and in disregard of the interest both of labor and the public. Such combinations cannot be too strongly condemned nor too vigorously dealt with. Although combinations of this kind are the exception, such publicity is generally given to their unsocial acts that all combinations of capital, however rightly managed or broadly beneficent, are thereby brought under suspicion.

"Likewise, it sometimes happens that combinations of labor are conducted with-

out just regard for the rights of the employer or the public, and methods and practices adopted which, because unworthy or unlawful, are deserving of public censure. Such organizations of labor bring discredit and suspicion upon other organizations which are legitimate and useful, just as is the case with improper combinations of capital, and they should be similarly dealt with. I should be the last, however, to allow the occasional failure in the working of the principle of the organization of labor to prejudice me against the principle itself, for in that principle I strongly believe.

"In the further development of the organization of labor and of large business, the public interest, as well as the interest of labor and capital alike, will, it seems to me, be best advanced by whatever stimulates every man to do the best work of which he is capable; by a fuller recognition of the common interest of employers and employed; and by an earnest effort to dispel distrust and hatred and to promote goodwill.

"I believe that the ultimate object of all activities in a republic should be the development of the manhood of its citizens; that such manhood can be developed to the fullest degree only under conditions of freedom for the individual, and that industrial enterprises can and should be conducted in accordance with these principles. I believe that a prime consideration in the carrying on of industry should be the well-being of the men and women engaged in it, and that the soundest industrial policy is that which has constantly in mind the welfare of the employees as well as the making of profits, and which, when the necessity arises, subordinates profits to welfare.

"A business to be successful must not only provide to labor remunerative employment under proper working conditions, but it must also render useful service to the community and earn a fair return on the money invested. The adoption of any policy toward labor, however favorable it may seem, which results in the bankruptcy of the corporation and the discontinuance of its work, is as injurious to labor which is thrown out of employment, as it is to the public which loses the services of the enterprise, and to the stockholders whose capital is impaired.

"I believe it to be the duty of every citizen to do all within his power to improve the conditions under which men work and live. I believe that that man renders the greatest social service who so co-operates in the organization of industry as to afford to the largest number of men the greatest opportunity for self-development, and the enjoyment by every man of those benefits which his own work adds to the wealth of civilization.

"In order to live, the wage-earner must sell his labor from day to day. Unless he can do this, the earnings from that day's labor are gone forever. Capital can defer its returns temporarily in the expectation of future profits, but labor cannot. If, there-

fore, fair wages and reasonable living conditions cannot otherwise be provided, dividends must be deferred or the industry abandoned. I believe that a corporation should be deemed to consist of its stockholders, directors, officers and employees; that the real interests of all are one, and that neither labor nor capital can permanently prosper unless the just rights of both are conserved."

It was in line with these views that the plan of industrial co-operation recently proposed by the Colorado Fuel and Iron Company, and already adopted by a majority vote of the employees of the different camps, was developed. The underlying principle is that of co-operation, the theory being that the interests are common interests, and this leads to the development of the committees called for in the plan as joint committees, on each of which the representatives of the workers have equal place with the representatives of the officers of the company.

In contrast with this spirit of co-operation is the spirit which too often has been in evidence in some organizations of labor. There, seemingly, labor is arrayed against capital. It is war! And apparently success cannot come to either party except failure or harm comes to the other. I need not point out to you men the fact that in this day and generation we cannot hope for industrial peace, we cannot hope for prosperity in this fair land, until labor and capital join hands and recognize that their interest is a common interest, that what hurts one hurts the other, that what develops the well-being and the prosperity of one must of necessity develop the well-being and prosperity of the other.

May I also point out the spirit of democracy which underlies the plan. All of the men in the industry are entitled to join in it, regardless of whether they are or are not members of any society, fraternity or union, as contrasted with any plan, where only those who elect to join an organization are eligible to the benefits which come from it. Every man in the camps of the Colorado Fuel and Iron Company is considered in this industrial plan, is represented and can be heard, and his complaint, be it great or small, can be carried from one officer to another until it reaches the ear of the president of the company.

Those who have co-operated in the development of this plan recognize that it is far from perfect, that it will have to be changed and adapted to the requirements of the company in which it has been adopted. On the other hand, it is the earnest hope of all who are associated in the plan that it may point the way toward a closer co-operation between the employees and the other parties in interest in this company, that it may so establish relations of friendship and of mutual confidence, that it may so benefit the workers, the officers and the stockholders of the company, that there may never come a day when there will be repeated the industrial disorders which have

occurred in the past in this company and in other companies in this state. And it is our hope that toward that end all the citizens of the state will co-operate, for, as I have said to the representatives of the workers of the Colorado Fuel and Iron Company, as well as to the officers and directors of the company, there is one thing which must never happen again in that company, and that is a strike.

Wantonly wasteful of human life and human property, no parties in interest are benefited thereby, but all seriously and permanently harmed as well as the public and the citizens of the state. The way to prevent war is to cultivate and develop those qualities of head and heart which promote happiness and peace, and it is with that purpose in mind that this plan, to which I have referred, has been developed. The time has come when business men of this state and country must think in the terms of the laboring man, and the laboring man must think in the terms of the business man; when each must strive to imagine himself in the other's place; when the teaching that every man is his brother's keeper should no longer be a dead letter but a vital living reality; when co-operation and not conflict should be the watchword.

#### By John R. Lawson

The Colorado strike leader who is shortly to have his case reviewed before the Supreme Court of Colorado.

My opinion concerning the plan of representation of employees of the Colorado Fuel and Iron Company announced by Mr. Rockefeller is practically the same as that expressed to him by the representatives of the United Mine Workers during our conversation on this subject with Mr. Rockefeller in New York city in January last, while we were attending the sessions of the United States Commission on Industrial Relations. On that occasion I expressed serious doubts of the practicability of his proposal, although the details were not then fully known or perhaps even determined. The reasons why the failure of the plan may be predicted were apparent then, as they are now, and no one regrets more than we of Colorado that Mr. Rockefeller was unwilling, in the interests of permanent industrial peace, to concede their fundamental soundness.

The most interesting and suggestive part of Mr. Rockefeller's proposal is the evidence it presents of the concessions in principle which the miners have at last wrung from him and his associates at an immeasurable cost in lives and human suffering during the long struggle against economic and political feudalism in Colorado. Bearing in mind that these concessions are only in principle, we find that Mr. Rockefeller has, none the less, acknowledged the following demands, for which the miners of Colorado have long contended:

First, the right of labor to organize in unions without discrimination on that account.

Second, the right to improve working conditions.

Third, the right of the workers to elect representatives to present their grievances to the employers, with the allowance of appeal from unjust decisions.

Fourth, the justice of the workers' claim to an eight-hour day and check-weighmen, long guaranteed by Colorado law.

Fifth, a willingness of the employers to pay a wage scale to be advanced proportionately when the wage scales of competitive companies advance.

Such concessions are, of course, valuable theoretically, but the trouble all along has been, and I fear even under Mr. Rockefeller's plan will continue to be, that principle and practice, in the economic field, do not often coincide. Because of inherent weaknesses, the plan will almost surely fail on trial. Unfortunately, it is monopolistic and paternalistic, whereas for anything more than temporary success any proposed improvement in the lot of the workers must rest in the democratization of industry, either through partnership in control, or through the collective bargaining of employers and employees meeting in the fellowship of mutual respect, on the plane of organized equality.

The coal miners of Colorado are not seeking charity; they ask simple justice. They seek that which the officials of the Colorado Fuel and Iron Company claim for themselves—the right to join an organization of their choice, as sanctioned by law. The propriety of such organization being conceded, the workers insist on the privilege of selling their labor which is their one commodity through the medium of collective bargaining. They are convinced that in the present stage of industry only by the meeting of collective capital with collective labor, each governed by a sense of equity and similar in strength, may fair contracts, binding on both, be made and maintained.

Under Mr. Rockefeller's plan, the wealth and power of industry are massed on one side, while on the other are grouped, in the absence of strong organization, scattered employees, without any real force, authority, or opportunity for community of opinion or expression.

It should be clear that under Mr. Rockefeller's outwardly benevolent plan it will be possible for his subordinates to renew their long-continued and unforgetten exploitation, and that it will be a hopeless task to seek real representatives for the workers under conditions of absentee landlordism. The immediate interest and profit of Mr. Rockefeller's "representatives of the workers," who are without organization to protect them, lead directly to the side of the employers. This foredooms the plan and makes manifest to every intelligent person familiar with the practices of modern industry that what is offered is a mere subterfuge. The workers have asked for bread and are again given a stone.

The great defects in Mr. Rockefeller's suggestions, therefore, are that they strip the workers of the natural protection of organization (which, as stated, cannot successfully exist within and wholly subordinate to the employers' organization), and substitute paternalism for democracy in industry. It should be remembered that the workers have found organization far more important as a shield than as a sword. Its value is far more protective than offensive. And the democracy of union organization has made it at once the free school, the independent church, and the fraternal society of the workers.

Mr. Rockefeller has offered no substitute for these vital, social, economic, and political factors. He and his associates assume, —in the face of a record so near that men cannot forget, and so appalling that it alarms, —that the workers are ready to take the employers' word as to their fatherly interest and concern in their employees. The workers of Colorado have read with pleasure that Mr. Rockefeller, on his recent trip to Colorado, discovered that the children of the coal camps were not dissimilar to his own. They also have received in friendly spirit Mr. Rockefeller's various statements. But at the same time, they have not found it possible entirely to turn their eyes from the hopeless, pitiless, remediless, and one-sided tragedies of southern Colorado in the last two years; and they have found it necessary to remember the life-long struggles that culminated in Ludlow. Is it any wonder that paternalism advances slowly in such an environment?

As to the democracy of Mr. Rockefeller's proposal, it should be remembered that he mistakenly assumes that employees sitting at a table with him will find themselves free and equal. They will, on one condition only—if men trained in the labor movement, who know its problem from practical experience, and who have the confidence of their fellows, are backed by the freedom, equality and power of organization. Otherwise, the individual worker is weak indeed against the representative of collective capital. Standing alone, the worker is neither able to complain, equipped to compete, nor free to advance.

Mr. Rockefeller's experiment, therefore, while interesting, impresses me as largely academic. It is to be deplored that the suggested solution of our industrial problems has not been inspired by a wider vision of just human relations. It appears difficult for the masters of industry to separate themselves from the notion of their divine right to govern benevolently or otherwise, according to the temper of those who have the power. The United Mine Workers appeal from that view, not only to the good sense and conscience of mankind, put to the long record of industrial peace where contractual relations based on mutual self-respect have existed between them and the coal operators of the United States.

The other plan—Mr. Rockefeller's plan in essence—has been tried, and has failed

again and again, not only in Colorado, but in many other fields. Partnership in industry through state control or sound contractual relations based on collective buying appears to be indispensable to industrial peace, economic progress, social happiness, and even political freedom.

By J. E. Williams.

One of the most successful industrial mediators in America, first in the coal mines of Illinois, then as chairman of the arbitration board under the Hart, Schaffner and Marx agreement in Chicago, and later as chairman of the committee on immediate action under the protocol of the cloak, suit and skirt industry in New York.

The first impression I get on reading the agreement and industrial representation plan of the Colorado Fuel and Iron Company is that it is a singular sincere and earnest attempt to introduce co-operation and justice into the relations of the company and its miners. It impresses also as a good piece of constructive mechanism, well contrived on its structural side for the task it is intended to perform. It is moreover enormously important as marking the recognition by one of our greatest financial groups of the need of putting conscience into the labor question, and especially of emphasizing the growing necessity of dealing with labor collectively and of giving the workers a voice, however feeble, in the direction of the social and industrial conditions under which they must labor and live. It is true this recognition came rather tardily after the miners had been beaten in a long and bloody labor war; but that the victors were inclined to justice at all, and especially to court the friendship and co-operation of the men they had beaten, is something for which I give them credit wholeheartedly, without searching too jealously for any ulterior motives that may have animated them.

Let us grant then, gladly and without reserve, that the industrial representation plan is a great step forward on the part of big business, and that it marks an important epoch in the industrial history of the country. Having granted so much, what shall we say about the probable working of the plan itself? Does it contain the promise of a solution of the problems of employers and employed?

I wish I could answer affirmatively, for one might well desire that such good intentions should realize their purpose. But such experience as I have had in adjusting differences between workers and employers does not permit me to hope for more than a superficial and transitory gain from this plan. Such gain as comes from a new attitude, and the declaration of a new purpose, is a distinct addition to the factors that make for industrial progress; but to make that purpose effective it will be necessary for the Rockefellers to take a still more decisive and radical step than the one they have taken.

From observation and experience I have been led to the conviction that a collective agreement cannot be efficiently operated and

enforced without a strong trade union. A trade agreement that is instituted and maintained by the benevolence of the employers does not usually enlist the loyalty and co-operation of the workers; and the labor organization behind such an agreement is apt to be a feeble and spineless thing.

I have in mind an important industry in New York city in which the union leaders are powerless to enforce the agreement on employers, or to enforce discipline on the workers, because the agreement did not issue out of the will of the workers but was handed down from above. About the only thing that keeps it going is the dread of a strike; for, strange as it may seem, a union that is too weak to enforce an agreement may easily be strong enough to break it and to bring on a disastrous war.

I have admitted that the industrial representation plan is structurally well made. What, then, it may be asked, will prevent its successful operation?

Mainly this: It contains no provision for the generation of operating power. It is like an engine without a boiler, a motor without a dynamo. The only source from which power can come to put the agreement into operation is the initiative of the miners who may have grievances; and this initiative will probably fail because the workers will never find courage to invoke the arbitration mechanism in any adequate fashion. And the reason is this:

The company has reserved the unconditional right of lay-off and discharge, and the losing of his job is such a life-and-death matter to a worker that he will not dare to take the risk of its loss by complaining. The power to reduce the force by wholesale is even more dangerous than that of individual discharge by fiat; for, in laying off men in slack times, there is nothing whatever to prevent the boss from selecting the "trouble-maker" for decapitation, while the more docile and uncomplaining will stand the best chance of being retained. Whether the boss uses his power or not, the consciousness of it will always be present in the mind of the worker and will exercise a restraining influence on his disposition to complain.

But it may be argued that the plan provides specifically against "discrimination," and for an impartial tribunal to protect the worker against such dangers. As before admitted, the intention of its proponents is good, its mechanism is ingenious and well-contrived, but, nevertheless, the plan will not protect the worker against discrimination.

It has been my duty as umpire in labor disputes to pass on many charges of discrimination, and, invariably, in my experience such charges are very difficult to prove. The reason is easy to understand. Discrimination is a matter of motive, and motive is subjective. How are we to ascertain what is in the boss's mind when he discharges a man? If at all sophisticated he will never admit that the worker is discharged for defending his rights, for union

activity, or for being a "trouble-maker." He will always allege incompetence, insubordination, misconduct, or some other valid ground of discharge, and it will not be hard to find or make evidence to convict any man the boss wants to get rid of, even if he las to "lay" for the undesirable a long time in order to "get" him. I have seen more than one such case of "watchful waiting."

It may be confidently asserted, therefore, that the clause designed to protect a man against discrimination will not work, and that there is nothing to stand between the man and the malevolence of the boss if it exists. The worker will realize that he is at the mercy of his superiors, and will be reluctant to complain or do anything to incur the disfavor of the powers who hold his means of livelihood in the hollow of their hand.

It may be argued that it is the intention of the company to carry out the spirit of the agreement in good faith, and that there will be no disposition to oppress or take advantage of the power it holds. I am quite ready to grant the good intent of the company. But again my experience makes me doubtful. I have found in similar situations that it has been almost impossible for companies to put their benevolent intentions into effect. They were blocked and thwarted at every turn by superintendents and foremen who had learned their methods under the old rule of force, and who did not believe in and would not be converted to the new rule of reason. Not until the entire managerial and supervisory staff had been re-educated and many of them dismissed—a work of years—was it possible to get the co-operation of the foremen and underlings.

Unless the Colorado company is planning a vigorous campaign of education it need not expect its bosses to co-operate in carrying out its benevolent intentions, nor can it hope to reform whatever abuses they may have been guilty of by adopting this "scrap of paper." In fact, I should look for the bosses to negative the whole policy of co-operation unless some miracle of conversion happened to them.

Fundamentally, the conflict between capital and labor is over the division of power. The only way the worker can share the power in industry is through his trade union. With the democratic teaching spread broadcast from press, platform, and pulpit, the worker has come to believe himself entitled to share in the power that governs him, and he wants this power as much in labor as in politics. There will not be permanent peace in industry until this aspiration is satisfied.

And if the Colorado Fuel and Iron Company wants to get the power of enforcement into its agreement, and at the same time satisfy the irrepressible cravings of labor, it will be wise to make the United Mine Workers the party of the second part in its agreement. It may be too much to expect of it so soon after the conflict, but now that it has reversed its attitude, now

that it has taken its hopeful first step in the direction of progress, may we not trust that the Colorado Fuel and Iron Company will persevere and become the leader of big business in the march toward industrial democracy and industrial peace?

### A FEW GOOD POINTS.

The big Cleveland, O., local embraces a few exceptionally good points in its by-laws.

Section 6 under Article 7 reads: "Do what the officers of the company request; then, if you believe you have just cause for complaint, make the grievance known to the business agent within the space of three days."

Section 5 of Article 8 provides: "This Association does not approve of any member being guilty of dishonesty or intoxication while on duty in the employ of the company, neither is it under any obligation to intercede for him. You are expected to give the company your best service at all times."

Section 1 of Article 9 in part reads: "It is the cardinal principle of this organization that all members of this Division treat each other during meetings and at all other times with due regard and respect, and that all ungenerous remarks and sarcastic language be carefully avoided by which the feelings of any member may be wounded; that the prominent objects of our Division—honesty, benevolence and union—be not defeated thereby and that all our discussions be carried on in a spirit of candor and moderation."

The by-laws are supplemented by the following injunctions:

"Don't forget your obligation."

"Don't forget to study these by-laws. They will interest and instruct you."

"Don't knock, but do all the good you can."

"Don't fail to attend the meetings and help to make them instructive and beneficial."

"Don't neglect to pay promptly for your working card. It shows your good intentions."

"Don't expect your officers to accomplish everything, especially without your help."

"Don't send a sick note to your dispatcher if you feel able to leave your home. (A sick note is recognized only when you are unable to be out.)"

"Don't fail to realize that if you are able to leave your home after you have sent a sick note to your dispatcher it is evident that you can appear in person to your dispatcher notifying him of your sickness and inability to work."

"Don't fail to get a number of witnesses in case of accident and keep a record of them yourself. They may help you if you are laid off or discharged."

"Don't under any circumstances talk in a disrespectful manner to your dispatcher or superintendent. If you have any trouble

or grievance bring it to the attention of the officers of the local."

"Don't cross in front of another car without ringing your gong to warn the other man. This will help to avoid accidents."

"Don't be afraid to stop your car to keep the other man from hitting you."

"Don't occupy seats when deadheading, if passengers who pay are standing."

"Don't stop in front of fire engine houses."

"Don't forget to read this book again."

Any local can secure a copy of the by-laws of Div. No. 268 by addressing Secretary W. M. Rea, 524 Columbia Bldg., Cleveland, O.

In another column of this issue will be seen the Cleveland agreement.

Attention is called to the last paragraph of Section 10 of the agreement, which reads: "All garments to be union-made and to bear the label of the United Garment Workers of America." It is doubtful if there exists anywhere, with any other organization of any craft, a contract with the employing company under which the company contracts that employees in work shall wear union-made garments. This is one of the initiatives of the Cleveland local and shows a spirit of trade unionism that could well be emulated by other trade organizations.

The above quotations indicate something of the character of employment in Cleveland, which has given the Cleveland company the distinction of employing less new men in proportion to the service in the course of a year than any other large street railway system in operation. The management of the company frankly admits that the standard of service, as well as the standard of employment, has been wonderfully advanced through the organization of the employes.

#### ORDINANCE CONTROLLING DETECTIVE AGENCIES.

The "detective" agency pest in Grand Rapids has led to the enactment of an ordinance providing for the licensing, control and regulation of "detective" agencies and attaches by the Grand Rapids (Mich.) city council. The ordinance was prepared and presented at the instance of the Grand Rapids Trades and Labor Council, through the assistance of President Claude O. Taylor of the State Federation. It is believed to be the first legislation of its kind, and the presentation of it here may be an inspiration for central bodies in the various cities throughout the country. The copy here appearing will come to the attention of various central trades and labor council delegates of this Association who can bring it before their respective central bodies and thus prove helpful in securing a measure of publicity legislation governing labor spies that will be effective. The ordinance is as follows:

"370. An ordinance to provide for the licensing, control and regulation of the business of a private detective agency by a

person or persons, company, corporation, their or its agents.

"The Common Council of the City of Grand Rapids doth ordain:

"Section 1. Each person or persons, company or corporation engaged in the business of private detective work shall take out license therefor from the Common Council of the City of Grand Rapids and pay to the Treasurer of said city the sum of Twenty-five (\$25) dollars per annum for such license. Such license so obtained as provided herein, shall authorize the licensee thereunder to employ not to exceed 8 men or operatives under such license at any one time, and if such licensee shall employ to exceed 8 men at any one time, he shall first pay to the Treasurer of said City of the sum of Ten (\$10) dollars per annum for each year or fraction thereof for each and every man or operative employed by him in excess of 8 men as herein provided.

"No person who has been convicted of a felony within 5 years shall be granted a permit or be financially interested in any detective agency.

"Section 2. Any and all licensees hereunder shall file with the Chief of Police of the City of Grand Rapids from month to month, a full and correct list of their or its employes, with the full name and address of such employes, which list or lists shall be held by the Chief of Police of said City, and each person employed by such agency, shall secure a permit from the Chief of Police before he shall do any private detective work or be employed by such agency.

"Section 3. Any person or persons, company or corporation or the authorized agent thereof who shall violate any of the provisions of this ordinance shall, upon conviction thereof, be punished by a fine of not less than one (\$1) dollar nor more than one hundred (\$100) dollars and costs of prosecution or by a sentence to the common jail of the county of Kent for a period not to exceed ninety days, or both in the discretion of the Magistrate before whom such conviction may be had. And if the sentence shall be a fine only and the person or persons shall not forthwith make payment of the same, he, or they may be sentenced to imprisonment in the common jail of the County of Kent until the payment of such fine and costs for a period of not less than one (1) day, nor for a period not to exceed ninety days.

"And such conviction shall prohibit them and each of them from pursuing such business under the license issued and shall void such license.

"Section 4. All ordinances or parts of ordinances inconsistent herewith are hereby repealed.

"Passed and approved by the Common Council of the City of Grand Rapids in adjourned regular session held Friday evening, July 2, 1915.

"JAMES SCHRIVER,  
"City Clerk."



# The Motorman and Conductor

Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION Monthly

W. D. MAHON, President



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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation of Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

By more than six thousand majority, a proposed twenty-five year franchise for the Toledo, O., Street Railway Company was defeated at a recent election. The president of the company frankly admits that the attitude of the company against the labor movement was responsible for the defeat of the franchise.

It is a conceded economic fact that the prosperity of a city or country depends upon the extent of industrial employment and the measure of compensation that comes in return to the producer—the worker—of that which he produces. The organized labor movement is the only institution of human society that has as a basic purpose the effecting of general employment of wage earners at the most liberal remuneration obtainable from employment. That purpose is the inspiration that leads wage earners to organize.

If the business of a city depends upon the purchase power of those constituting the community, and the organized labor movement is the only institution interested in enlarging the purchase power of the greatest number of the community—the wage earners—then the organized labor movement is by far the most important element of the city, and the most essential to progress and prosperity. Then it is clear that an element that makes it one of its functions to retard the progress and development of the organized labor movement, or

makes it perilous for wage earners to organize and denies to them the right to exercise their own free will in the matter by fixing dismissal from employment as a penalty for joining a union, is not consistent with the spirit of prosperity. The Toledo, O., Street Railway Company, throughout its various managements since it established itself as a monopoly, has bitterly contested the right of wage earners to organize. It early entered bitter warfare against the trades union movement. It fixed and has for years maintained the penalty of dismissal and blacklist to be inflicted upon any employe who would venture to exercise the right to contribute, by membership or otherwise, to the trades union movement. The company's labor policy has contributed, so far as its influence has extended, to the lowering of the standard of wages to Toledo wage earners. It has withheld from its one thousand or more employes the right to become a part of Toledo's progressive trades union element. In that respect it has invited the resentment of the largest and strongest element of Toledo's prosperity. In the recent Toledo franchise election, the company experienced the natural consequence. The Toledo labor movement was the all-important factor in defeating the much desired franchise. The company knows it. Singular as the discovery may appear to the Toledo Street Railway Company, the labor movement is real and earnest.

The trades union movement is the only social, fraternal or business institution that has for its basis and primary purpose the increasing of wages to wage earners. Organized labor is the only institution engaged in an effort to distribute employment to absorb the unemployed through the only practical means under the present industrial system—the shortening of the service day.

Upon learning of the recent death of former President John W. Theaker of Div. No. 107, Hamilton, Ont., the M. & C. unites with the Hamilton local in expressions of regret and in extending condolence to the bereaved family. He was a pioneer of the Amalgamated Association and although he entered service in the government postal service a few years ago, he yet continued in his devotion to the trades union movement.

The thirty-fifth annual convention of the American Federation of Labor convened in San Francisco, Cal., November 8, 1915, in the California State Building upon the grounds of the Panama-Pacific International Exposition. The Amalgamated Association was represented by Delegates W. D. Mahon, Rezin Orr, William Taber and John T. McGrath. A report of the convention will appear in the December number of the M. and C.

The labor movement is not born only of material hunger, but it helps to satisfy the physical appetite and thus gives room for better things. Hungry for bread in the beginning; hungry for better food; hungry for shelter, our workers become hungry for better homes; for light; for love; for books, for poetry, for music, for the arts; hungry for the affection of our fellow-men; hungry for humanity. May the day never come to blunt or stultify the spiritual hunger for better things instilled by the organizations of labor in the hearts and the minds of the working people of our country.—Gompers.

A celebrated English writer once said, "Nation after nation has been enslaved while the true friends of liberty were discussing abstract points." Many working men refrain from affiliation with the union of their craft because, for some reason or other, it does not suit them. While they remain on the outside they have not the slightest influence in shaping its course. The thing for them to do is to get into the union and then do what they can to improve it from the inside. They will often find that there is a great big education coming to them in labor matters, and the movement is not as foolish as, in their uninformed condition, they may think it is.—Int. Bookbinder.

The Survey obtained and presented to the public the views of three representative authorities upon the Colorado Fuel and

Iron Company's so-called "Industrial Cooperation Plan." Those three authorities are Mr. John D. Rockefeller, Jr., whose plan it is credited to be; G. E. B. Member John R. Lawson of the United Mine Workers, who stands as of the highest order of trade union thought, and Mr. J. E. Williams; whose qualification to deal with such a subject is well known. By courtesy of the Survey those opinions are presented through the M. and C. Mr. Rockefeller's version will be accepted as not wholly disinterested and will be looked upon by some as a sort of self-serving declaration. A committee on grievances will be heard and this committee, Mr. Rockefeller assumes, may be a part or all members of the United Mine Workers. He justifies his position upon his fidelity to the alleged principle that the so-called "closed shop" is un-American in that it robs a wage earner of his right to elect whether he shall work under a collective or individual arrangement. His commentary upon the plan is in effect an expression of confidence that with him as dictator of terms in employment with the Colorado Fuel and Iron Company, the open shop theory will become real in practice. It has been charged that in that Mr. Rockefeller was able to dictate a plan of employment, he must have had sufficient power to dictate terms of employment during and before the recent Colorado coal miners' strike. Be that as it may, credit is due to the United Mine Workers for whatever benefit obtains to the employees through the plan.

And the day is at hand when it shall be realized on this consecrated soil—a New Freedom—a Liberty widened and deepened to match the broadened life of a man in modern America, restoring him in very truth the control of his government, throwing wide all gates of lawful enterprise, unfettering his energies, and warming the generous impulses of his heart—a process of release, emancipation and inspiration, full of a breath of life as sweet and wholesome as the airs that filled the sails of the caravels of Columbus and gave the promise and boast of magnificent opportunity in which America dare not fail.—President Woodrow Wilson.

He that wrestles with us, strengthens our nerves and sharpens our skill. Our antagonist is our helper.—Burke.

#### THE POWER OF SELF.

One ship drives east, another drives west,  
While the selfsame breezes blow;

'Tis the set of the sails and not the gales  
That bids them where to go.

Like the winds of the sea are the ways of  
Fate

As we voyage along through life;  
'Tis the set of the soul that decides its goal,  
And not the calm or the strife.

—Ella Wheeler Wilcox.

## ACTIVITIES OF INTERNATIONAL OFFICERS DURING OCTOBER.

International President W. D. Mahon in October granted Charter No. 684, for the affiliation of a local organized at Pomeroy, O., by A. F. of L. Organizer John L. McIntosh. At the beginning of the month the International President was in Cincinnati, O., giving his immediate attention to the financial affairs of Div. No. 627. While in that vicinity he visited and addressed meetings of Div. No. 628, Covington, Ky. From Cincinnati he returned to the General Office, where he remained until Oct. 28, upon which date he left to attend the A. F. of L. Convention at San Francisco, Cal. At the close of October he was en route to the Pacific coast.

Vice-President J. J. Thorpe in October lent assistance to Div. No. 528, Tarentum, Pa., on strike. Most of his time was occupied, however, as business agent of Div. No. 85, the Tarentum strike being in charge of Vice-President Welch.

Vice-President George Keenan in October lent assistance to Div. No. 282, Rochester, N. Y., in advisement with the local upon proposed extension of the Division to embrace the Rochester and Eastern motormen and conductors. He visited Syracuse, Canandaigua and Auburn upon work in the interest of the Association upon the Empire United Railway. At Schenectady, N. Y., he was in advisement upon the strike situation in the interest of Div. No. 553, which was settled on the 14th. At the close of the month he was in charge of the arbitration in the interest of Div. No. 669, Auburn, N.Y.

Vice-President P. J. O'Brien was successful in assisting in effecting an agreement in the interest of Div. No. 620, Framingham, Mass., a copy of which appeared in the October number of the M. and C. Aside from this work he assisted Div. No. 22, Worcester, Mass., upon agreement work, and Div. No. 673, New Bedford, Mass., upon the affairs of that local.

Vice-President Ben Bowbeer at the beginning of October was associated with Board Member Burt upon a dispute between Div. No. 192 and the Oakland Street Railway Company, the cause of dispute being a request for reinstatement of two deck-hands dismissed from the ferry of the company between Oakland and San Francisco. The company disputed jurisdiction of the street railway men over this class of service. After several conferences the cases were finally dropped by the local.

International Treasurer Rezin Orr in October assisted Div. No. 26, Detroit, Mich., upon agreement work and attended and addressed a meeting of the local. He also visited Cleveland, O., upon an appeal case involving the local and appellant members.

Aside from this work he had charge of negotiations for the construction of the new building upon headquarters property, the construction of which was authorized by the Fourteenth Convention. At the close of the month he was en route to San Francisco as a delegate of the Association to attend the A. F. of L. Convention.

G. E. B. Chairman John H. Reardon, during October had charge of the agreement arbitration in the interest of Div. No. 537, Holyoke, Mass. Aside from this work he assisted the Joint Advisory Board of the Bay State locals upon conferences regarding disputes growing out of the application of the recent consummated agreement upon that system. He was successful in adjusting all matters in dispute. He also attended and addressed meetings of Div. No. 673, New Bedford, Mass., and attended and addressed a meeting of Div. No. 618, Providence, R. I., where he gave advice upon the wage arbitration proceedings that were in progress in the interest of that local.

G. E. B. Member Fred Fay continues confined by illness at the sanitarium at Clifton Springs, N. Y. There was very little change reported in his condition at the close of the month.

G. E. B. Member Edw. McMorrow in October assisted Div. No. 199, Ottumwa, Ia., upon agreement work. He also obtained the acceptance of a new agreement for Div. No. 308, Chicago, Ill., by which a substantial increase in wage came to the members of the local. Negotiations upon agreement in the interest of the Ottumwa local were in progress at the close of the month.

G. E. B. Member Magnus Sinclair, who, at the close of September was in Indianapolis, Ind., assisted upon arbitration work in the interest of Div. No. 645. From Indianapolis he was dispatched to Fort Wayne, Ind., where he rendered assistance to Div. No. 682, involving a lockout. He reported the situation fair for the success of the locked out members. From Fort Wayne he was dispatched to Fort Smith, Ark., to assist Div. No. 674 upon agreement work. Conferences led to the consummation of the agreement.

G. E. B. Member Wm. B. Fitzgerald at the beginning of October was associated with G. E. B. Member P. J. Shea at Wilkes-Barre in the interest of Div. No. 164, upon a dispute relative to the recent arbitration proceedings and alleged award. He was unable to effect an adjustment and suspension of work took place Oct. 14. Other work under the advisement of Board Member Fitzgerald in the latter part of the month was at Rochester, N. Y., where he assisted in securing the reinstatement of a member upon whose dismissal there was a dispute. At the close of the month he was

working upon the Empire United Railway situation in conjunction with Vice-President Keenan.

G. E. B. Member P. J. Shea, who, at the beginning of the month was associated with G. E. B. Member Fitzgerald upon the Wilkes-Barre, Pa., controversy, remained in charge of the strike of Div. No. 164, in protest against the repudiated arbitration award. The strike was on at the close of the month.

G. E. B. Member J. C. Colgan during October was in charge of the lockout situation involving members of Div. No. 682, Fort Wayne, Ind. The situation was progressing favorably in the interest of the employes at the close of October.

G. E. B. Member Allen H. Burt, who was associated with Vice-President Bowbeer upon the Oakland controversy involving Div. No. 192, reported that the cases in dispute were withdrawn Oct. 10.

### THE CRIME OF CHEAPNESS.

Low wages are in conflict with principles of industrial statesmanship. Statesmanship has concern for future growth and opportunity—it distinguishes between the ephemeral and the permanent, and takes into account relative values. Some industrial practices may be cheap from the standpoint of immediate money costs, but extravagant from the standpoint of long-time costs and from the costs calculated in human producing ability and national virility.

There has been no force that has so insistently demanded and sought to establish ideals of industrial statesmanship as the trade union movement—and economic statesmanship is the foundation for all national well-being and progress.

Repeatedly, trade unionists have called attention to conditions that constitute a national menace. For many years the Central Federated Union of Greater New York and vicinity has urged upon the City Council that cheap labor does not necessarily or usually mean low cost of production. The Central Federated Union has urged as of vital concern the conservation of human life and the employment of efficient workmen and employes competent to perform their work in the best way. Their frequent warnings have been recently justified with most appalling force.

Without warning, several blocks of Broadway, underneath which the excavations in the new subway were in progress, caved in. The subway was being constructed in accord with ideals of "economy." The men who were doing the excavation, the "muckers" as they are called, were digging and delving in the mud for \$1.50 per day. Another "economy" device was the

absence of an engineer to oversee the work of construction. When the danger was imminent, there was no one who knew and no one who could give warning. Whatever was the cause of the cave-in, the total absence of recalculation against such a disaster or to insure the safe construction of the work upon which the safety of the lives of so many passengers will depend, was in harmony with the policy of cheap labor. It is that ideal of cheapness that has no regard for permanence, for conserving productive power and for estimating properly the value of the creative genius that directs and controls the muscles and the motions of men.

It was a significant coincidence that at the time of the "accident," the interests hostile to the welfare of the workers who constitute the great majority of the nation, were seeking to have declared unconstitutional a law intended to raise the standards of workmanship and manhood of those employed upon the public works of New York.

The labor movement has steadfastly insisted that that which is of transcendent importance to any nation is the protection and the development of its people.

A nation will stand or fall as the citizenship develops or deteriorates.

The material things of civilization are intended for the service of human beings.

All power and policies of protection ought to be in accord with the ideals which protect the human at any sacrifice.

To employ cheap labor for municipal construction at the rate of \$1.50 per day is too high a cost to be tolerated by any community. That saving of public moneys means an expenditure of unpaid human productive power. It means under-nourishment, poor clothing, poor homes, lack of the things that are essential for best social intercourse, not only for the individuals employed, but of all those dependent upon them. It means destruction and thwarting of human power that might develop into valuable useful citizens. It is a brutal waste of human life in the effort to save a few dollars.

It is high time that our municipalities, our state and our national government should set all employers of human labor an example of proper policies of conservation and a real understanding of what constitutes low cost of production.

We can no longer tolerate cheap standards, cheap wages, "cheap workers," unless we create a cheap people—a cheap nation. If we want things that are of value—of service—we must pay what they are worth.—American Federationist.

When he sees all men as a part of the whole, it will be clear to the mind of a child that he cannot injure them without doing injury to himself; likewise he cannot benefit himself without benefiting all mankind.—Samuel M. Jones.

## GENERAL EXECUTIVE BOARD PROCEEDINGS.

Meeting of September 20, 1915, at Rochester, N. Y.

The first meeting of the General Executive Board under the term beginning with the close of the Fourteenth Convention, was held at Room 343, Eggleston Hotel, Rochester, N. Y., the evening of the day of the closing session of the Convention, Monday, Sept. 20.

Those present at the convening of the meeting were: G. E. B. Chairman Wm. B. Fitzgerald, Div. No. 132, Troy, N. Y.; G. E. Members Edw. McMorrow, Div. No. 241, Chicago, Ill.; Magnus Sinclair, Div. No. 113, Toronto, Ont.; P. J. Shea, Div. No. 168, Scranton, Pa.; J. C. Colgan, Div. No. 241, Chicago, Ill.; John H. Reardon, Div. No. 22, Worcester, Mass.; R. L. Reeves, Div. No. 85, Pittsburgh, Pa., and International President W. D. Mahon, Detroit, Mich.

There were absent from the meeting G. E. B. Members Fred Fay, Div. No. 111, Ypsilanti, Mich., and Allen H. Burt, Div. No. 382, Salt Lake City, Utah.

The meeting was called to order at 7:30 p. m. by Chairman Wm. B. Fitzgerald of the outgoing term.

The chair announced the close of the G. E. B. term ending with the closing of the Fourteenth Convention and declared in order the organization of the Board for the succeeding term.

The Board for the new term was organized by the election of G. E. B. Member John H. Reardon as chairman and G. E. B. Member R. L. Reeves as secretary.

Retiring Chairman Wm. B. Fitzgerald turned the meeting over to the newly-elected chairman, which marked the discontinuance of the outgoing term.

The convention secretary reported that approval of the minutes of the sessions of the Fourteenth Convention, held September 20, was, by action of the convention, referred to the General Executive Board. Upon the subject the chair appointed as a committee to approve the minutes of the sessions of the last day of the convention, International President W. D. Mahon, International Treasurer Rezin Orr and G. E. B. Member R. L. Reeves.

Submitted to the Board for its consideration and action was the recent arbitration award involving the interests of Div. No. 164, Wilkes-Barre, Pa., and the protest of enforcement of the award by the Wilkes-Barre Division. Facts accompanying the submission of the case were in effect as follows:

Early in 1915 the Wilkes-Barre, Pa., agreement expired. Prior to its expiration the employes submitted a proposition for an increase in wages. This the company refused. Arbitration was offered and the company refused to arbitrate, but proceeded to encourage the subscription of the em-

ployes to a pledge to accept 26 cents per hour. The existing rate was 24½ cents per hour. The application of the employes made to the company was for a much greater increase than this peculiarly suggested offer, besides, the offer was designed to evade other conditions enjoyed by the employes and other concessions asked. The company was obdurate and a strike took place. Through mediation of the Federal Labor Department the strike was adjusted through an agreement to submit the question of the wage rate to arbitration. A third arbitrator was agreed upon in the person of State Commissioner of Labor John Prince Jackson, of Pennsylvania.

The arbitration proceeded for several weeks, when an award was handed down in which two of the arbitrators saw fit to ignore the contentions of the parties to the agreement to arbitrate, and established an experimental profit-sharing scheme. The company immediately adopted the arrangement which the two arbitrators assumed to term their award. As the award was wholly without warrant and without any authority vested by the agreement to arbitrate, it was immediately repudiated by the local and the award was referred to the General Executive Board for consideration.

A full review of the case by the General Executive Board confirmed the position taken by the Local Division and the Board enacted to repudiate the so-called award and sustain the local in a demand for an award within the provisions of the agreement to arbitrate, and so instructed the International President.

As editors of the Association publications, the Board re-elected as editor of the Union Leader, L. D. Bland of Div. No. 241, Chicago, Ill., and as editor of the Motorman and Conductor, R. L. Reeves of Div. No. 85, Pittsburgh, Pa.

At nine o'clock P. M. the Board adjourned to meet at the call of the chairman.

GENERAL EXECUTIVE BOARD,

John H. Reardon, Chairman.

Per R. L. Reeves, Secretary.

## STRIKES AND LOCKOUTS.

Div. No. 528, Tarentum, Pa., which instituted a strike Aug. 18 to enforce recognition and the right of collective bargaining and protesting discrimination against membership of employes in the Association, is continuing the contest and no discouraging features have been reported. Due to work in another section requiring attention of Vice-President Welch, immediate supervision of the contest has been transferred to Vice-President J. J. Thorpe, who is in advisement with the local. Traffic is being assisted by automobile service.

Div. No. 682, Fort Wayne, Ind., the members of which were locked out Sept. 27, in an effort on the part of the company to compel the employes to withdraw membership from the Association, continues involved in the lockout. The company, among

other efforts to defeat the purpose of its employes, sought the relief of an injunction issued by Judge Anderson, which was later dismissed by Judge Anderson in the Federal Court. It is reported that a very fair service is being given the people by auto trucks. The company is operating a limited number of cars, but the people are not contributing their patronage. A new feature has entered into the contest. The street railway company of Fort Wayne also supplied commercial lighting. Its electric light patrons are throwing out the company supply and installing service from the municipal power plant. The situation continues in charge of G. E. B. Member J. C. Colgan, whose recent reports are most encouraging.

Div. No. 164, Wilkes-Barre, Pa., which went on strike Oct. 14, is continuing the suspension of work. The members of the local have practically the unanimous support of the community and whatever cars the company operates are being operated without patronage. In this contest the company is endeavoring to force the employes to accept of a so-called profit-sharing scheme designed by State Industrial Commissioner Jackson while acting as an arbitrator in a wage dispute. The situation is under the immediate direction of G. E. B. Member P. J. Shea. Late reports are that conferences are in progress looking to a mutual settlement.

### CARD OF THANKS.

Through the columns of The Motorman & Conductor, Mr. Thorpe unites with me in extending this expression of sincere thanks to the members of Division No. 645, A. A. of S. & E. R. E. of A. and Auxiliary of Indianapolis, Ind., for the demonstration of kindly feeling and tokens of regard bestowed upon us during our visit to their beautiful city, Nov. 9 and 10. The reception tendered us upon our arrival in Indianapolis by a large delegation of members of both organizations was superbly reinforced by the hospitality we enjoyed and the beautiful tokens later presented to us. The attendance at the meetings of the local at which we attended and the expressions of good will accorded to us and through us to our grand Amalgamated Association was a symbol of fidelity to the cause of the organization that was appreciated by us more than I can write in words. To Mr. Thorpe was presented a fine gold-mounted umbrella, and to me a beautiful lavallière. These, and the memory of their presentation, we shall always cherish. But the expression of devotion to the Association and its cause and the marked stability of our beloved Indianapolis local made a most happy impression upon us both. We both feel that there has come abundant reward in the knowledge that among the Indianapolis street railway men there is well established a realistic understanding of the value of collective effort on the part of the

workers, the most splendid and useful element of civilization. In this expression of our sincere thanks, may Division No. 645 ever stand among the leading lights of devotion to our cause; and with best wishes for the prosperity of her members, we are,

Sincerely,

MRS. JOHN J. THORPE.

Munhall, Pa., November 15, 1915.

Disbursements from the Death and Disability Fund during the month of November, 1915, were made to beneficiaries on death claims as follows:

Mrs. G. M. Leavell, Mrs. Stella Sitton, Mrs. Tandy Downs, Mrs. E. L. Crawley, and J. J. Duncan, beneficiaries, death claim of W. O. Duncan, deceased, late member of Div. No. 194, New Orleans, La.; cause, tuberculosis.	\$800.00
Mrs. Louis J. Kuntz, beneficiary, death claim of Louis J. Kuntz, deceased, late member of Div. No. 194, New Orleans, La.; cause, chronic nephritis.	800.00
Mrs. T. B. Flanigan, beneficiary, death claim of T. B. Flanigan, deceased, late member of Div. No. 194, New Orleans, La.; cause, drowning, accidental.	800.00
Mrs. Alma Sorenson, beneficiary, death claim of Adolph Sorenson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis.	600.00
Mrs. E. T. Fitzgerald, beneficiary, death claim of Edw. Thos. Fitzgerald, deceased, late member of Div. No. 192, Oakland, Cal.; cause, drowning, suicidal.	500.00
Mrs. John Kinsella, beneficiary, death claim of J. J. Dwyer, deceased, late member of Div. No. 308, Chicago, Ill.; cause, chronic nephritis.	800.00
Mrs. Anna J. Mowery, beneficiary, death claim of E. C. Mowery, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, tumor.	250.00
Mrs. Hattie O'Neill, beneficiary, death claim of F. J. O'Neill, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, trolley accident, sustaining fracture of skull and other injuries.	250.00
Chas. N. Ross, financial secretary and treasurer of Div. No. 589, for beneficiary, death claim of James F. McNaught, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis.	250.00
Lena Mix, beneficiary, death claim of Theodore H. Mix, deceased, late member of Div. No. 589, Boston, Mass.; cause, cancer of stomach.	150.00
Margaret Madigan, beneficiary, death claim of John Dobbins, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis.	150.00
Mrs. Priscilla Addison, beneficiary, death claim of Thomas D. Addison, deceased, late member of Div. No. 589, Boston, Mass.; cause, arterio sclerosis.	250.00
Mrs. Martha Spain, beneficiary, death claim of John Spain, deceased, late member of Div. No. 148, Albany, N. Y.; cause, tuberculosis.	100.00
Mrs. E. Young, beneficiary, death claim of F. W. Young, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, heart disease.	150.00
Frank L. Seiler, beneficiary, death claim of Alfred F. Seiler, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, consumption.	150.00
Mrs. Johanna Jamieson, power of attorney for beneficiaries, death claim of Dennis Sheahan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic nephritis.	700.00



Richard J. Edgeworth, administrator of estate for beneficiaries, death claim of Loretta Edgeworth, deceased, late member of Div. No. 303, Chicago, Ill.; cause, accidental death, shock and hemorrhage, also fracture of skull due to external violence from being struck by an automobile.....	250.00
Mrs. Hattie Bonn, beneficiary, death claim of Harry Bonn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis.....	150.00
Mrs. J. Dumphy, beneficiary, death claim of John Pottle, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, fatty degeneration of heart.....	100.00
Olive A. Booth, beneficiary, death claim of Otis Booth, deceased, late member of Div. No. 318, Rock Island, Ill.; cause, cerebral hemorrhage.....	800.00
Matilda La Brecque, beneficiary, death claim of Joseph La Brecque, deceased, late member of Div. No. 448, Springfield, Mass.; cause, chronic Bright's Disease.....	700.00
Louise H. Bogardus and James William Bogardus, executors of will of deceased, for beneficiaries, death claim of Henry F. Falen, deceased, late member of Div. No. 498, Mt. Vernon and New Rochelle, N. Y.; cause, acute nephritis.....	700.00
Bridget J. Gannon, beneficiary, death claim of Thomas Gannon, deceased, late member of Div. No. 456, Madison, Wis.; cause, accident, car colliding with concrete mixer sustaining injuries causing death.....	250.00
Mrs. Irene Singleton, beneficiary, death claim of C. Singleton (C. E.), deceased, late member of Div. No. 610, Charleston, S. C.; cause, typhoid fever.....	150.00
William Taber, financial secretary-treasurer of Div. No. 241, for beneficiaries, death claim of Joseph Kennedy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, spontaneous positive hemorrhage (apoplexy).....	800.00
R. J. Scott, financial secretary of Div. No. 192, for beneficiary, death claim of Chas. O. Byram, deceased, late member of Div. No. 192, Oakland, Cal.; cause, acute bowel obstruction.....	600.00
Mrs. Philander Gillaspie, beneficiary, death claim of Philander Gillaspie (Gillaspie), deceased, late member of Div. No. 26, Detroit, Mich.; cause, apoplexy.....	700.00
Mrs. Bridget M. Hurley, beneficiary, death claim of James Hurley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, osteo sarcoma of the scapula.....	800.00
Mrs. Alice Cullen, beneficiary, death claim of John Cullen, deceased, late member of Div. No. 241, Chicago, Ill.; cause mitral regurgitation.....	800.00
William Taber, financial secretary-treasurer of Div. No. 241, for funeral expenses, death claim of Szymon Gwizdala, deceased, late member of Div. No. 241, Chicago, Ill.; cause, cardiac decompensation.....	100.00
Mrs. William Roundtree, beneficiary, death claim of Albert Roundtree, deceased, late member of Div. No. 194, New Orleans, La.; cause, accidentally drowned.....	150.00
Mrs. J. Wichterich, beneficiary, death claim of J. Wichterich, deceased, late member of Div. No. 194, New Orleans, La.; cause, a phlegmonous inflammation of the hand, complicated with diabetes.....	800.00
Margaret Hyde, beneficiary, death claim of William Hyde, deceased, late member of Div. No. 532, Utica, N. Y.; cause, hemorrhage of stomach and intestines.....	100.00
Mrs. Sarah Gontz, beneficiary, death claim of G. L. Gontz, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, anaemia.....	800.00
Mrs. G. L. Ware, beneficiary, death claim of George L. Ware, deceased, late member of Div. No. 589, Boston, Mass.; cause, cerebral hemorrhage.....	150.00
John T. Collins, Jr., beneficiary, death claim of John T. Collins, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, incised wounds of neck and left forearm, suicidal.....	100.00
Mrs. P. Galvin, beneficiary, death claim of P. Galvin, deceased, late member of Div. No. 118, Toronto, Ont.; cause, tuberculosis.....	800.00
Stella Riley, beneficiary, death claim of Michael Riley (Mich. H.), deceased, late member of Div. No. 280, Lowell, Mass.; cause, tuberculosis.....	800.00
Mrs. Margaret Moore, beneficiary, death claim of James J. Moore, deceased, late member of Div. No. 132, Troy, N. Y.; cause, odema of lungs and Bright's Disease.....	800.00
Mrs. P. J. Farrell, beneficiary, death claim of P. J. Farrell, deceased, late member of Div. No. 303, Chicago, Ill.; cause, diabetes.....	800.00
Mrs. Grant U. Hay, beneficiary, death claim of Grant U. Hay, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, abscess of the neck.....	600.00
Mrs. Elsie Buffington, beneficiary, death claim of R. Buffington (Robt.), deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, pleuro-pneumonia.....	150.00
Mrs. Everett B. Mathewson, beneficiary, death claim of Everett B. Mathewson, deceased, late member of Div. No. 818, Providence, R. I.; cause, chronic cardio-valvular disease.....	150.00
Mrs. Joseph Knight, beneficiary, death claim of Joseph Knight, deceased, late member of Div. No. 303, Chicago, Ill.; cause, hypostatic pneumonia.....	400.00
Mrs. Ida Lamb, beneficiary, death claim of Van Buren Lamb, deceased, late member of Div. No. 281, New Haven, Conn.; cause, cerebral apoplexy.....	150.00
Mrs. Bridget Creehan, beneficiary, death claim of Michael Creehan, deceased, late member of Div. No. 281, New Haven, Conn.; cause, lobar pneumonia.....	400.00
Total.....	\$20,750.00

# In Memoriam.

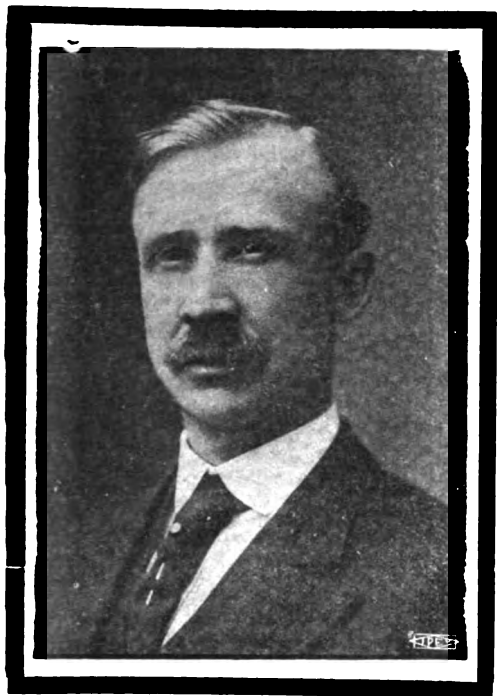
In honor of the memory of late General Executive Board Member Richard Cornelius, whose death occurred November 29, 1914, the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, held September 13-20, 1915, at Convention Hall, Rochester, N. Y., adopted resolutions making a record of his death and the honor in which he was held by the Association a part of the minutes of the convention as follows:

"Whereas, The Almighty God, in His infinite wisdom, has removed from among us one of our worthy and esteemed brothers, Richard Cornelius, and

"Whereas, His long and faithful service in the discharge of his duties to this Association make it eminently fitting that we record our full appreciation of him, and

"Whereas, The wisdom and ability which he has always exercised in aid of our Association and the services and counsel which he gave to this Association during the many years in which he was an officer and member of it will be always held in grateful remembrance, and





**LATE G. E. B. MEMBER RICHARD CORNELIUS.**

"Whereas, The sudden removal of such a life from our midst leaves a vacancy and a shadow that will be deeply realized by all the members and friends of this Association and his death will not only prove a loss to our Association but to organized labor in general and to the community of which he was an honored member; therefore be it

"Resolved, That in deep sympathy with the bereaved relatives and friends of our late Brother and General Executive Board Member Richard Cornelius, we the delegates to the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, held in Rochester, N. Y., Sept. 13, 1915, express our sincere hope that even so great a loss to us all may be compensated for by Him who doeth all things well; and be it further

"Resolved, That a copy of these resolutions be entered on the minutes of this Convention and copies be published in the Motorman and Conductor and the Union Leader, and that a copy be forwarded to the family of our late brother.

MAURICE LYNCH, Div. No. 241, Chairman,

ALBERT H. BROWN, Div. No. 645,

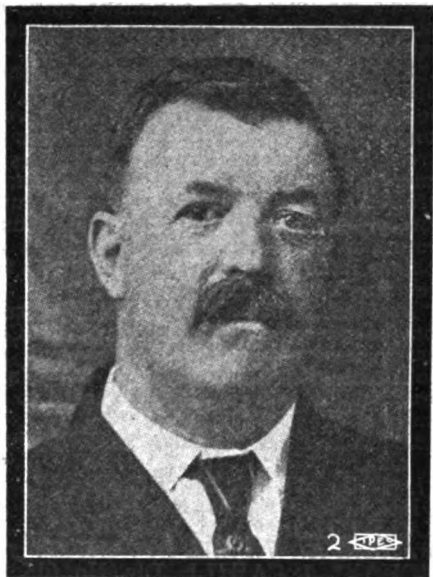
JOSEPH S. DROOGAN, Div. No. 148,

VINCENT TUERO, Div. No. 623, Secretary,

W. D. MAHON, International President.

Attest: R. L. REEVES, Convention Sec'y.

At the Fourteenth General Convention of the Amalgamated Association of Street and Electric Railway Employees of America, held Sept. 13-20, 1915, at Rochester, N. Y.,



**LATE BROTHER WILLIAM FRENCH.**  
Div. No. 238, Lynn, Mass.

there were adopted resolutions in memory of late Brother William French of Div. No. 238, Lynn, Mass., whose death occurred December 5, 1914. Brother French was for several terms president of the Lynn local, and, through his efficiency and devotion, enjoyed the confidence of the International President and various International officers with whom he came in contact in his work in and for the Association. In life, through his devotion and energy, he became widely known and appreciated as an active worker in this Association and in the interest of the trade union movement in general. Resolutions adopted by the convention, in recognition of his service in the movement, as an officer and member and in special appreciation of him, were as follows:

"Whereas, It has pleased the Almighty God in His infinite wisdom to take from us our very dear and beloved brother, Wm. French, of Div. No. 238, of Lynn, Mass., and

"Whereas, His noble characteristics and genial disposition and his unquestionable integrity in his efforts in behalf of the Amalgamated Association of Street and Electric Railway Employees of America of which he was special organizer for several years prior and up to the time of his death, and in behalf of Division No. 238 of Lynn, Mass., of which he was President for a period of twelve years,

"We feel that it is the duty of this Association to manifest its appreciation for the many valuable services rendered by him to this Association and the labor movement in general, and

"Whereas, His removal from our midst creates a vacancy which will be hard to fill; and

"Whereas, Those who were closely associated with him know that on many oc-

casions his jovial and optimistic spirit imbued them with the courage to overcome many difficulties; therefore be it

**"Resolved,** That in our sincere sympathy with his bereaved wife and family, we the delegates to the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America, held in Rochester, N. Y., Sept. 13, 1915, express the sentiments of our entire membership and assure them that, though death has removed him from us, his ennobling influence will remain with us forever; and be it further

**"Resolved,** That a copy of these resolutions be entered on the minutes of this Convention and copies be published in the Motorman and Conductor and the Union Leader and that a copy be forwarded to the family of our late brother.

MAURICE LYNCH, Div. No. 241, Chairman,

J. J. O'SULLIVAN, Div. No. 282,

JOHN J. O'DEA, Div. No. 282,

ALBERT H. BROWN, Div. No. 645,

FRANCIS A. WALSH, Div. No. 238,

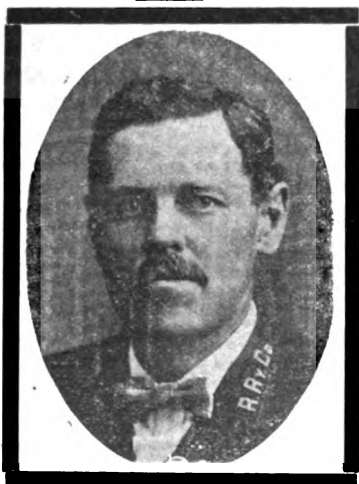
MICHAEL J. CAHILL, Div. No. 618,

MATTHEW J. HIGGINS, Div. No. 589,

JOSEPH S. DROOGAN, Div. No. 148,

VINCENT TUERO, Div. No. 623, Secretary,

W. D. MAHON, International President,  
Attest: R. L. REEVES, Convention Sec'y.



**LATE PRESIDENT C. H. McCROSSEN.**  
Div. No. 282, Rochester, N. Y.

The death of Brother C. H. McCrossen of Div. No. 282, Rochester, N. Y., occurred January 25, 1915. He became a member of the Association by joining the Rochester local at the time of institution in the year 1902. He immediately became officially active in the affairs of the local and served several terms as president. At the time of his death he was vice-president of the New York State Federation of Labor. Like late G. E. B. Member Richard Cornelius and Organizer William French, Brother McCrossen became active in the general councils of the Association. The convention

held at Rochester, N. Y., September 13-20, 1915, enacted resolutions commemorative of his life's work in the Association as follows:

**"Whereas,** It has been the will of the Supreme Being, that our late beloved and esteemed Brother C. H. McCrossen of Div. No. 282, Rochester, N. Y., should be taken away from us, and

**"Whereas,** His long and noble services in behalf of the Amalgamated Association of Street and Electric Railway Employees of America and of Local Division No. 282, Rochester, N. Y., in particular, of which he was President for many years, and

**"Whereas,** He has been a familiar figure at several conventions of our Association and has been a mighty force for good in the deliberations of our conventions, and

**"Whereas,** None can better appreciate his loss than the members of the Local Divisions of the State of New York, with whom he was closely associated, and worked hard and earnestly with for so many years, and

**"Whereas,** His amiable character always endeared him to all those with whom he ever had any connections, and his sterling qualities and staunch principles commanded the respect of all who differed with him, as well as those whose sentiments he voiced. Therefore be it

**"Resolved,** That we, the delegates to the Fourteenth Convention of the Amalgamated Association of Street and Electric Railway Employees of America held in Rochester, New York, September 13, 1915, do hereby express our acknowledgment of his great loss to this Association, and do also tender to his bereaved wife and family our sincere sympathies and hope that God in his mercy will give them comfort in their sad bereavement; and be it further

**"Resolved,** That a copy of these resolutions be entered on the minutes of this Convention and that copies be published in the Motorman and Conductor and the Union Leader and the Labor Herald of Rochester, N. Y., and a copy be sent to the family of our late brother.

MAURICE LYNCH, Div. No. 241, Chairman,

JOHN J. O'DEA, Div. No. 282,

J. J. O'SULLIVAN, Div. No. 282,

JOSEPH S. DROOGAN, Div. No. 148,

ALBERT H. BROWN, Div. No. 645,

VINCENT TUERO, Div. No. 623, Secretary,

W. D. MAHON, International President.  
Attest: R. L. REEVES, Convention Sec'y.

#### By Division No. 85, Pittsburgh, Pa.

Whereas, Almighty God has seen fit to suddenly remove from our midst our beloved brother, George L. Gonts, who was ever patient and efficient in the discharge of his duties, and

Whereas, As we bow in humble submission to the call of the Divine Ruler we feel that perhaps our expressions of sympathy may soften the grief of the dear ones left behind, though knowing that mere words cannot alleviate their sorrow; therefore be it

**Resolved,** That our charter be draped for a period of thirty days; that a copy of this resolution be sent to the family of the deceased, a copy to the Motorman and Conductor for

publication and that it be spread upon the records.

November 4, 1915.

FRED. SCHAFFER,  
L. B. MCCALL,  
P. W. MORGAN,  
W. H. REGAN,  
E. B. SCHAFFER,  
Committee on Resolution.

#### By Division No. 85, Pittsburgh, Pa.

Whereas, God in His infinite wisdom and tender love, has seen fit to remove from our midst, Mrs. George W. Smith, beloved wife of Bro. George W. Smith; with bowed heads we recognize His supreme power and unerring judgment; therefore be it

Resolved, That Division No. 85, A. A. of S. & E. R. E. of A. in regular meeting assembled, does at this time extend to Bro. Smith the hand of sympathy, fraternity and brotherly love, and commend him to the council of an allwise Providence in heaven, in Who's keeping is to be found the only solace in this, his hour of bereavement.

November 4, 1915.

FRED. SCHAFFER,  
E. B. SCHAFFER,  
W. H. REGAN,  
Committee on Resolutions.

#### By Division No. 610, Charleston, S. C.

Whereas, The Divine Ruler and Governor of all things has taken from us in the spring-time of his youth, our beloved brother, Clinton Singleton; therefore be it

Resolved, That as we humbly submit to the Supreme command, we extend to the bereaved family our most sincere sympathy and commend them with respectful reverence to the solace of the Almighty God.

Resolved, That in that Division No. 610 laments the loss of an able worker through the death of our late brother, as a mark of respect, we drape our Charter for a period of ninety days; that we send a copy of these resolutions to the bereaved family and to the Motorman and Conductor for publication; have them entered upon the minutes of our Division and when we adjourn this meeting it be in memory of our beloved friend and brother, Clinton Singleton.

October 28, 1915.

HENRY W. HENRIES,  
MARVIN NEESE,  
SAM D. REVELL,  
Committee.

#### By Division No. 456, Madison, Wis.

Whereas, Almighty God in His infinite wisdom and power has seen fit to take from our midst our most esteemed and faithful brother, Thomas Gannon, and as we humbly bow to the will of our Ruler, we sincerely mourn the deceased, whose untimely death has caused us to reflect upon his manliness and his generous and cheerful disposition, which gained for him a host of friends.

Resolved, That we, the members of the Amalgamated Association of Street and Electric Railway Employees of America, extend to the bereaved family our sincere sympathy in their hour of sorrow; and be it further

Resolved, That these resolutions be entered upon the records of the Division; that a copy be sent to the bereaved family; and that a copy be sent to the Wisconsin State Journal and Motorman and Conductor for publication.

October 27, 1915.

A. ALVERSON, President.  
GEO. HELLAND, Secretary.

#### By Div. No. 240, Chelsea, Mass.

Whereas, The passing from this life of late Bro. John T. Collins removes from us a true friend and brother, whose term of service with us, though short, appraised us of his genial nature and created strong friendships; therefore be it

Resolved, That the members of Div. No. 240 place themselves on record in appreciation of his worth and qualities as a man.

Resolved, That we extend our sincere sympathy to the sorrowing family and relatives of the deceased; that a copy of these resolutions be inserted in our minutes; that our charter be draped for a period of thirty days and that these resolutions be published in our official journal.

(Attest) JOS. J. WALSH,

November 12. Correspondent.

#### By Division No. 425, Hartford, Conn.

Whereas, God in his infinite love has taken from the ranks of this Division Brother Charles Buck, whose every act in life characterized him as one devoted to the trades union movement, and whose fidelity to duty may well be taken as a criterion by his associates, and

Whereas, While we realize that the bereaved ones have been called upon to endure grief and sadness until their cups are filled to overflowing, and realizing as we do our inability to convey to them our minds' thoughts and our hearts' feelings, we humbly commend them to the council of the Father of Love, in whose keeping may be found the only haven of refuge from earthly trials and tribulations; therefore be it

Resolved, That we the officers and members of Division No. 425 of the A. A. of S. & E. R. E. of A., extend to the family our sympathy, that they may know of the high esteem with which he was held by his fellow men.

Resolved, That our charter be draped for a period of thirty days; that a copy of these resolutions be spread upon the minutes of this Division, and that they be published in the Motorman and Conductor.

October 22, 1915.

JOSEPH DUNN,  
JOHN MILLER,  
THOMAS LEE,  
Committee.

#### CARD OF SYMPATHY.

Upon the death of late ex-President John Theaker, of Div. No. 107, Amalgamated Association of Hamilton, Ont., the local tenders, through the M. & C., a card of sympathy and expressions of feeling as follows:

"Hamilton, Nov. 16, 1915.

"Mrs. Elizabeth Theaker,

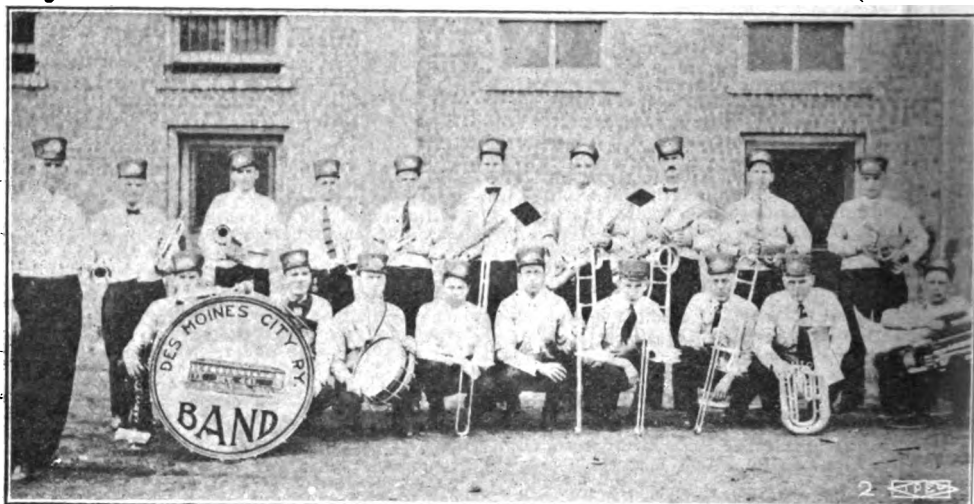
157 Wentworth St., North City.

"Dear Madam:—Division No. 107 Amalgamated Association of Street and Electric Railway Employees of America have authorized us to convey to you an expression of their profound sorrow in the sudden death of your husband and their heartfelt sympathy with you in the loss you have been called upon to sustain. Mr. Theaker was a charter member of our organization, was for six years its president and in all he was employed upon the Street Railway System of Hamilton about twenty years. Having been so long associated with him, we regarded him, even after he left the railway service for another, as an old friend.

"As a man he was always industrious, careful and temperate. In his Church and Fraternal relations he was very consistent and strong attachment to his home, and of course, attentive to duty. One marked feature of his character was his strong attachment to his home, and, of course, it is there that the blow falls most heavily upon you. We know how futile are attempts to convey human sympathy in the degree in which it is felt, but there is One who is able to assuage all affliction and willing to prove a husband to the stricken widow. To His care we commend you, reminding you that some day, when all our earthly trials are over, you will meet him again in a land where there is neither sorrow nor sighing "for the former things are passed away."

"We remain, dear madam, yours respectfully,

"WILLIAM OLD,  
"JAMES McILWRAITH,  
"J. T. BURROWS,  
"Committee."



Band of Div. No. 441, Des Moines, Iowa.

### UNIFORMS WILL BEAR UNION LABEL.

**Hamilton, Ont.**—Bro. E. Batt, who represented Div. No. 107 at the International Convention recently held in Rochester, N. Y., made a very interesting report at the subsequent regular meeting of the local. His report upon the action of the convention relative to the union label was applauded by our boys, as were many other features and enactments. While he was in attendance at the convention the local received a number of applications for membership and several applicants were initiated at the meeting after his return.

Contracts for our uniforms for another year have been awarded. The overcoats were given to the C. N. R. Co., and the suit contract was made with the Royal Tailoring Co. They will bear the union label.

Bro. E. Joyce with his geniality and agreeable manners is again on the job after a severe illness.

Bro. B. Johnson has recovered from sickness and again taken his place on the road.

Bros. Volo Willson, John Ikin and Dan Hamilton found three young ladies who were willing to accept them respectively in holy matrimony, were married and are receiving our congratulations and best wishes.

A young daughter has arrived at the home of Bro. Alf. Latimer.

Bros. C. Mackey and Smith are on the sick list.

Cor.

### LOOKING FORWARD TO NEW AGREEMENT.

**Buffalo, N. Y.**—Div. No. 623 is progressing through the expert ability of her officers. A great number of cases have been satisfactorily adjusted through the efforts of Business Agent C. F. Conroy and President Frank O'Shea.

Recording Secretary Vincent Tuero has made considerable improvement in associating with the company in adjusting our runs. The company, however, seems not to be exhibiting an appreciative zeal in making the best of the changes and are injecting an unnecessary number of swing runs. This matter will likely

receive further attention by the officers of the local.

Our members are already looking forward to the making of a new agreement. Two features are already receiving much consideration. Those are the questions of more money and better runs.

Nomination of officers was held at our last regular meeting in November. Much interest is being shown in the campaign.

A nine-pound boy recently arrived at the home of Bro. Andy Parker and wife. Mother and child are enjoying the best of health and Andy seems quite well pleased.

An eight-pound boy is a recent arrival at the home of Bro. Dan O'Leary. Dan is pleased with the boy.

623.

### LAYING BASIS FOR SICK BENEFIT.

**East St. Louis, Ill.**—Div. No. 125 is making arrangements for a grand ball to take place in the near future. The proceeds are to become the basis of a sick benefit feature. Let's make it a success.

Bro. Wray is again at work after a long illness.

Bro. J. Scruggs has recovered from an operation for appendicitis.

Sympathy is extended to Bro. and Mrs. John Stamper in their recent bereavement.

Seats on Pay-as-you-enter cars for conductors are still being awaited.

With Bros. Wm. Bradford and Jno. Moore, of E. St. Louis, and Frank Walker, of Granite City, writing insurance, we have abundant means of protection.

For what respect does a man bid from his associates who appears ashamed to wear the association monthly button?

Upon the resignation of Secretary A. K. Rowland, Bro. Wm. O'Leary was elected to fill the unexpired term.

Div. No. 125 holds meetings the first and third Wednesdays of each month at 10 o'clock a. m. and 7:30 o'clock p. m. There has been splendid attendance.

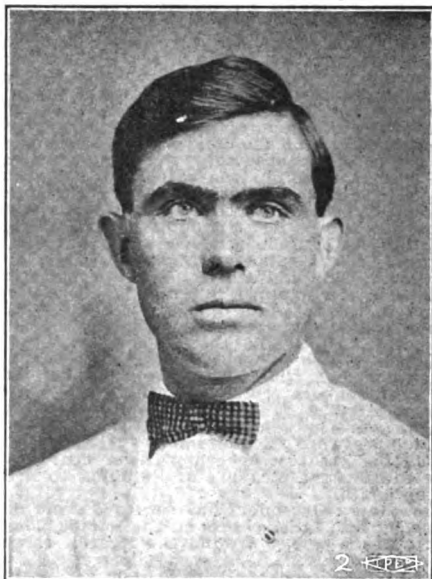
Let's strengthen unionism in our respective localities by demanding the union label on our purchases. We are requested to withdraw patronage from groceries that refuse to handle union made bread. Let's do it.

125.



**HON. JAMES H. HAMMOND,**  
Columbia, S. C.

In the recent controversy of Div. No. 590, Columbia, S. C., the local found a very kindly friend who rendered valuable service to the Association in the person of Attorney James H. Hammond, represented in the above picture. Mr. Hammond is a South Carolina State Legislator, and is represented by Div. No. 590, through its correspondent, as of deep human sympathy and a devotee of the uplift principles and purposes of the trade union movement.



**ORGANIZER JOHN LEE DAVIS,**  
State Federated Trades of South Carolina.

To Organizer John Lee Davis of the South Carolina State Federation of Labor, Div. No. 590 of Columbia, S. C., through the M. and C., desires to extend the sincere thanks of the membership for appreciable assistance rendered in the recent dispute between the Columbia local and the employing company. Brother Davis is one of South Carolina's live units in the progress of organized labor.

### WOULD AMEND THE SLOGAN.

**Akron, O.**—Some of the regularly elected officers of Div. No. 98 are becoming quite conspicuous by their absence from meetings. There are those in the local, who, were they holding those positions, would be on hand. In the election of officers this is a matter that should be considered. The best material will become better by attending meetings.

The hunting season is on and the bunnies are large and corpulent down in Knox county. Ask President Ripley and Bro. Joe Gardner. On the other hand, Bros. Byers and Bittner are authority that they are most lean and lank and uninviting on the hills of Holmes county.

Corresponding Secretary C. O. Smith went under the knife for appendicitis on June 12 and was able to resume work Nov. 5. Financial Secretary V. F. Cope was the next victim, but is rapidly recovering since an operation on Nov. 6. The third thus afflicted was Bro. Newman, who underwent an operation Nov. 20. He is doing well.

Bro. Wm. Emanuelson was recently called to Chicago to attend the funeral of his mother. He has the sympathy of the local in his bereavement, as has also Bro. Wm. Meeker, whose little child recently died.

Mrs. Woods, wife of Bro. Roscoe Woods, recently met with a most painful and serious accident. She was run down by an automobile and dragged underneath for some distance. We are pleased to report an improvement in her condition.

Now, you fellows who have not brought in an application since you took the obligation, get busy among those new recruits. You can get at least one. Try it. There isn't much use in wasting time or energy on the old-time knocker. The term "knocker" rather dignifies such an individual. He has long since hunted up his excuse which he relies upon to cover up his defects. Time had better be spent with the new man who has some brains and reasoning power. Bring them in.

Convention Delegate A. L. Farr, in his report, spoke very highly of the good fellowship and hospitality he enjoyed while in Rochester, which he describes as a most beautiful city.

Our capitalistic friends are promoting the slogan—"Buy it in Akron." We would amend that slogan by adding the words—"Providing it bears the union label." Cor.

### MOVING ALONG NICELY.

**DuBois, Pa.**—Div. No. 679 nominated officers at our last meeting night. Several candidates are in the field.

At the close of our last meeting our stingy committee served the members with a fine oyster supper. Bros. Olson, Young and Cramer seemed to enjoy the supper very much.

Everything is moving along nicely, except that we should have a greater number in attendance at our meetings.

Bro. Guy Wing is recovering on the sick list. **BUD.**

## PRESIDENT MAHON AT PUEBLO.

Pueblo, Col.—Div. No. 662 held a well attended meeting Nov. 9, at 2 a. m. Officers were nominated for 1916. Election will be held at our next regular meeting. Bro. Biggs made a report of the last meeting of the executive board with the general manager. Bro. Biggs also passed around the cigars which were made in Pueblo. Of course they were union made.

A special meeting was called on Nov. 9 at 2 a. m. The occasion was a visit from International President W. D. Mahon, International Treasurer Rezin Orr, Mr. John T. McGrath, of Scranton Pa., and Mr. Ogle, of Colorado Springs. Short talks were made by Mr. McGrath, Mr. Ogle and others. But the real treat was when we listened to Pres. W. D. Mahon. Owing to the lateness of the hour, which Mr. Mahon talked, his remarks were short and to the point. He stated that "There were only two classes of men who found it necessary to meet at such a time of night—street car men and bank robbers. But mostly street car men. We expected a great deal from Mr. Mahon and we were not disappointed. When he was through we were all unanimous in saying that it was the greatest speech we ever heard. We hope to have the pleasure of listening to Pres. Mahon again.

Bro. Harry Orrendorf has returned from San Francisco and other points on the Pacific Coast.

Bro. Leach passed around the cigars. It was a ten pound boy.

Bro. Wm. Pitcock will leave soon for a visit to his former home in Kentucky.

Fin. Sec. and Treas. C. A. Turner is at work again after a visit to his old home in Missouri.

Several of the brothers are wearing new uniforms. Don't forget when buying a uniform to see that it has the union label. This also applies to all other articles you buy.

SCRIBE.

## DELEGATES VISIT 256.

Sacramento, Cal.—The evening of Saturday, Nov. 6, Div. No. 256 held a special meeting to listen to addresses of delegates on their way to the A. F. of L. convention held in San Francisco. A committee of Div. No. 256 met an A. F. of L. delegation at the Southern Pacific Depot and escorted them to the Peerless Restaurant, where a banquet was given. Following this the visitors were taken to the Labor Temple where was held a mass meeting.

Our president made well chosen introductory remarks and introduced International Treasurer Rezin Orr of Detroit. Bro. Orr outlined the history of the organization and its methods.

Following the address of Bro. Orr the chairman introduced President John T. McGrath of Div. No. 168, Scranton, Pa. President McGrath chose as his subject, conditions of the unorganized. He pictured those conditions in a way that his hearers could understand the causes that inspire organization of labor. He urged members to attend meetings.

The next speaker was A. F. of L. Org. Frank Rist of Cincinnati, O., a member of the Typographical Union. Bro. Rist gave a history of the movement of the Amalgamated Association in Cincinnati. He explained the organizing and installing of Div. No. 627 and other locals in that vicinity and the benefits that obtained to the membership through the organization.

Among those present was Int. Vice-Pres. Ben Bowbeer, a member of Div. No. 192, Oakland, Cal., who the chair introduced and from whom the boys received much information upon the progress of Div. No. 192.

The last speaker introduced was our International President, W. D. Mahon. All had remained up to this event and it is unnecessary to say that none left the hall during the splendid address of our International President. It was one of the best efforts in elucidating the objects and aspirations of trade unionism ever listened to in this city. No one present left without a full understanding of the value of organization to wage earners.

President Mahon went into detail, explained the processes of the development of the Association and the elements the Association has been compelled to contend with throughout its entire development. He showed instruments opposing employing companies used in their various methods to obstruct the obtaining of benefits through organization and in fact in efforts to destroy the possibility of organization. He pictured to his hearers how when non-union employing companies will spend so much money and energy to keep their employees unorganized, it must be of some advantage to someone. He disclosed how it is surely impossible that profit making companies would spend money wholly in the interest of their employees; therefore, the opposition is wholly to the benefit of the employing company, from an economic standpoint. This left his hearers to clearly understand that it is equally as important financially to employees to organize and far more important socially than it is to the companies to prevent them from organizing. He showed that labor attains to its rightful dignity through organization and brings to the wage earner a respect that would otherwise be contempt.

Cigars were passed during the meeting and those present were well repaid for the time spent in the Labor Temple on the evening of Nov. 6.

M. J. S.

## AGREEMENT WORKING SATISFACTORILY.

Lawrence, Mass.—Div. No. 361 will hold her annual smoke-talk meeting in January. This will be a special event.

Our new agreement is working out very satisfactorily.

We were pleased with the report of Bro. Harold Scott, who represented this local at the International Convention recently held in Rochester, and who rendered his report at our recent meeting.

We are becoming quite interested in our city election. This is due to the fact that the Commissioner of Public Safety disapproved of a request we presented to require auto searchlights to be turned off in the city limits.

Bro. William Bain has resigned from his position as a street railway man and has taken up the drug business. He was a faithful union man and is entitled to consideration in his new business along that line.

Bro. Peter Kenney was recently married, as was Bro. Clarence Messer. They have our hearty congratulations and best wishes.

Bro. Sawyer while on a recent hunting trip was accidentally shot in the leg. Fortunately the wound is not serious.

Bro. Robert Smith has been sick since September 15 and will undoubtedly be compelled to again return to the hospital.

Bro. James Clark is on the sick list.

By recent vote of the local the officers of financial secretary and treasurer are to remain consolidated.

November 22 International Vice-President P. J. O'Brien addressed the Bay State Locals' Advisory Board delegates at a meeting held in Boston.

C. G. S.

## HELD TENTH ANNUAL DANCE.

Marinette, Wis.—The tenth annual dance of Div. No. 302 was given Thanksgiving evening and was a success. The committee having the event in charge were: Bros. Brabant, Carlander, Combes, Jensky and Jarvis. Bro. Brabant was chairman.

Election of officers will take place at our next meeting.

General Manager Daniels was one of the guests at our dance. Mr. Rocque, our foreman, was unable to attend on account of illness.

Our vestibules are being equipped with double windows, which will make them more comfortable for both motormen and passengers.

Cor.

## VISITED BY VICE-PRESIDENT THORPE.

**Indianapolis, Ind.**—Interest is being shown by members of the Div. No. 645 in nominating officers for the year 1916. We feel that when the smoke of the election battle has risen the best type of men will have been chosen.

A recent happy event for this local was a visit to us by Bro. John J. Thorpe and Mrs. Thorpe. It was a pleasure after his long period of sickness and not a little of our pleasure to see Mrs. Thorpe with him. A committee met them at the depot upon their arrival, as we were determined to make their stay a pleasant one. Bro. Thorpe addressed three meetings of the local. The Ladies' Auxiliary presented to Mrs. Thorpe a beautiful lavalliere as a token of their high regard for her. Div. No. 645 presented to Bro. Thorpe a fine gold-mounted umbrella. They expressed their sincere appreciation, showing that they fully recognized the esteem in which they are held by our members.

Our Ladies' Auxiliary united with the local in giving another Old Fiddlers' Contest, Nov. 3. A splendid program of music, singing and reading was enjoyed. The great trouble seemed to be to keep the boys' feet quiet. A pleasant surprise of the event was the visit to us of our ex-mayor, Lew Shank, one who always finds a warm welcome from us.

Our members are especially interested in the injunction appeal case that is slated for argument Nov. 30 in Chicago. We feel confident that the decision of Judge Anderson will be reversed.

Div. No. 645 was well represented on Nov. 11 at the hearing of the restraining petition against the Fort Wayne employees, Mayor Hosey of Fort Wayne, and other organizations. The case came to a sudden stop when Judge A. B. Anderson dismissed it on the ground that the company was not included as a complainant. The case was instituted by the trust company in the interest of the bondholders.

Our members wish to thank Mrs. Hymer and ladies for the social event of Nov. 18. We had a nice time and Bro. J. Alexander drew the beautiful crochet piece.

The forty-fourth birthday of Secretary William F. White was celebrated Nov. 26, at his home. Those present were his father, Marcellus White, of Mt. Vernon; President Albert Brown and his mother, Mrs. A. C. Miller and daughters, Alice and Alma; Recording Secretary and Mrs. Ralph W. Belch, Bro. and Mrs. Jesse C. Hymer, Bro. and Mrs. Elijah White, Bro. W. A. Taylor, Mr. and Mrs. F. L. White and daughter, Lucille. The evening was spent in games, music, singing and refreshments. A number of presents were left as expressions of well wishes and the hope of future birthday parties.

Bro. A. P. McClure is visiting friends at Vincennes.

Bro. William Perry is reported in the game business.

Bro. Joseph S. Logsdon and a highly respected young lady were recently married. They have our best wishes.

Bro. Joseph A. Lee and friends report ill luck in hunting game in the wilds of Indiana.

Bros. B. E. Hill, B. H. Harrell, George T. Rayne, H. F. Clifton, H. W. Jackson, F. G. Faldman and Grover T. Dawson are reported on the sick list. 645.

## AFTER SIX CENT FARE.

**Quincy, Mass.**—Div. No. 253 is about to nominate and elect officers for 1916. Caution should be exercised that the reins of power may be placed in the best hands. We have been well represented in the past and let us unite in making each year more progressive. This can be done by close attendance at meetings and showing enthusiasm enough to give new life to the official staff.

When a brother member is up against hard luck let us put our name down for a quarter and show a good spirit. The man who gives

gets more satisfaction than the man who receives. This comes in the realization that he has been a participant in good fellowship.

Our meetings have been quite conspicuous by the absence of those from the Quincy Car House. Let not that awful feeling of one man getting a little more time than another destroy the spirit of fidelity to principle. Such things are altogether unavoidable and it is up to the minds of men to avoid friction. Let us begin anew on the first of the year and see if we cannot wipe out this old-time uncalled for animosity.

The Bay State Street Railway Company is now baiting the public for a six cent fare. They are using the same argument that we used at the recent arbitration—that of increased expenses.

Bro. Tom Curry wishes to thank the members for assistance during his illness.

Bro. Herb. Johnson is in the hospital and let's get busy.

Bro. Miles Hawes is now a married man. He has our best wishes.

Snow-plows are ready for active service and Bro. Jack Daley is in training.

Certain of our members are doing well in local police circles. It is rumored that Bro. Johnnie Stewart is seeking an appointment.

Bro. John L. LeSeur is becoming prominent as a wrestler and is expected to match with the well-known Michael J. Plant.

THE SCOUT.

## P-A-Y-E CARS APPEAR.

**Bridgeport, Conn.**—Many of the boys of Div. No. 459 are seen eating four and five meals a day in the Connecticut Lunch. Not a bad place to eat, at that.

Bro. James Mooney has recovered from his recent illness and has been discharged from the hospital. And his story of the little blonde nurse.

Bro. Bill Gray is declared off the sick list. The local union at Westport ran a dance Thanksgiving eve and a number of the day men took in the trip. Many failed to answer roll call the next morning.

Bros. Goldstein, Hackett and Held have received appointments as inspectors. The boys wish them the best of luck.

Bro. Curtiss' recovery is very slow. He is still unable to use his legs. The boys call on him regularly and next trip will take along a wheel chair which will enable him to move about the house.

Pay-as-you-enter cars have arrived and the boys are well pleased with them thus far. The cars are the latest style. The motorman is unable to start the car until the doors are closed and power given him by the conductor. Accident by falls from moving cars will be a thing of the past.

Bro. Patrick Dailey has a policeman's uniform for sale. Pat was a hard worker during the recent election and was promised a berth. Being assured of the job he purchased the uniform. Pat's party got defeated so the suit is to go under the hammer. 4090.

## EATON CIGAR STORES UNFAIR.

**Syracuse, N. Y.**—Bro. Charles Norris underwent an operation for appendicitis Nov. 31. He is getting on nicely.

Bro. Charles Stanley who was appointed inspector some time ago, is sick with tonsillitis. Bro. Harry Burkhardt has been appointed inspector.

Bro. Kane is acting inspector on account of so many inspectors being off sick.

On account of some of our members patronizing the Eaton Cigar Stores that have been declared unfair by the cigarmakers, it was decided at a regular meeting Nov. 8, to notify the members through the Motorman and Conductor to desist from patronizing not only the Eaton Cigar Stores, but all other stores and shops that do not display the union card. Brothers, let's all stand together and help one another. It's a good cause, help it along. We may need some help some day. 680.



## COMPLETING NEW LINE.

**San Francisco, Cal.**—On Dec. 5 our boys will be as happy and cheerful as others who have worked among the crowds that flock to the fair grounds, at least the boys on the exposition line. There are a number in fear of being layed off indefinitely. Things are rounding out nicely toward immediate construction of the Church street line. When completed it will mean permanent positions for those now in fear.

International President W. D. Mahon and Treasurer Resin Orr favored us with a visit Saturday night, Nov. 20. They spoke to the day men, and Monday, Nov. 22, in the afternoon they spoke to the night men. At both meetings President Mahon took particular pains to explain the situation in Detroit in regards to municipal ownership of the Detroit system. A paper from there preceded Bro. Mahon here and the brothers of this division could not understand why our International President should oppose municipal ownership as this particular Detroit paper said. However, I sincerely hope Bro. Mahon has made his point clear. He opposed and fought hard against the Detroit system going to the public by trying to sell them a worn out outfit for nearly three times what it was really worth. Bro. Mahon said that there are six or eight municipal systems throughout Canada and the United States whose employers belong to divisions that affiliate with our International.

The boys are feeling pretty good these days. On the 15th of November six crews were allowed their twelve days vacation, and it will continue until every platform man who has been with the system one year has had his twelve days off. This vacation is with pay. On account of the fair, is why it is so late. Next year we hope to get our vacation at a more pleasant time of the year.

Our election for officers is very spirited. It has assumed the rank of a political campaign. The different candidates have cards printed, and one in particular has his picture on his cards.

Bro. Vogt is still a very sick man. Bro. A. L. Friel is back on his run. He says those stools, as hard as they are, look good to him. After standing on the hard pavement for nine months straight collecting, starting cars and answering questions. Jab.

## REAL SIGNS OF CHANGE.

**Philadelphia, Pa.**—There is much evidence of revival of organization among the trolley men of this city of brotherly love. For several years past Div. No. 477 has had her struggles which the Association in general is quite familiar with. The local, however, survived through all of the tragedy. Enough of our men were sufficiently interested to comprehend that organization meant enough to warrant its survival, even when assailed both from within and without, and through those men Div. No. 477 has been able to maintain and there are now real signs of an immediate change for the better.

In her early days Div. No. 477 fought a winning fight. While there were serious conflicts within the local the assistance received from the general labor movement more than counterbalanced and the trolley men made themselves felt and respected. Such was the condition when our present management took hold of the lines. A prestige had been established which created the expectancy with the present management that it must deal with our Association and meet the problems that advanced in the way of better wages and working conditions. The organization obtained from the new management certain promises of wage advantages and to these promises the company became pledged. At this critical time, made critical by our own procedure, internecine strife divided our ranks. The company took advantage of the situation. Being able so to do it installed what it pleased to call a co-operative plan, which had in a way been assented to by the Association. The features to

which had been assented were the try-out of a plan for increasing wages and the pledge of increased wages. The system in control, however, had not been agreed upon and was subject for agreement to be worked out by the Association and the employing company, in which the interests of the employees would be wholly conserved. Due to the situation inside of the local and the failure of a large majority of the employees to comprehend the essential in maintaining the organization and obtaining benefits through it the company installed the plan without any restrictions or modifications and under a sort of paternal administration of it. In other words the management became the sole dictator.

Enough distrust existed of a general character among the employees to lead the company to comprehend that the plan must yield increased wages. The company knew that the men had their eye on the conditions prevailing in Chicago, believing this city should enjoy equal advantages with that city. Under the assumption of an advantage from the so-called co-operative plan the wages increased rapidly until the rate of from 25 cents to 30 cents per hour obtained. The 30 cents accrues to those of five or more years of service, the first year men receiving 25 cents, rates increasing one cent each additional year of service. This seems to be the limit and the company has begun to retrench.

Our men all very clearly understand that this advantage in wages came through organization. They are beginning to realize that more could have obtained had they kept the organization in good, strong working shape and it seems to be a purpose now to put it in that shape.

We have tried the so-called co-operative plan until it has been generally discovered that in many things it is wanting. The co-operation seems to work only one way and that is in favor of the company.

The outlook is good—never better. We hope in a short time to be in position to say that none of the locals in the Association are more active than the local of the Philadelphia boys. We will soon have an organization that will show the trade union movement that so generously assisted us in years gone by that the seed they sowed in Philadelphia, though slow in ripening, has been productive of a first class, active unit in the field of organized labor.

477.

## DIFFERENCE IN RAILWAY OFFICIALS.

**Indianapolis, Ind.**—Div. No. 645 held a special meeting Sept. 30, that Bro. Magnus Sinclair might talk and advise the men upon conditions at this time. It was well attended. Bro. Sinclair gave us an encouraging talk.

Arbitration cases held over and heard Oct. 5, were discharged cases, and back pay in cases already reinstated.

Labor day was well attended under the conditions. All shop men had to work as well as many others.

A fine baby girl is the cause of Bro. Martin J. Donahue stepping so high.

Bro. Frank G. Falderman is reported no better.

Bro. Owen Burke, the old sly fox is back on his run. All right, dad.

Bro. Geo. Herrick had a bad ankle, but is back to work.

Members sick are Don Spielman, Vincent Raja, Elmer Scott, Walter Mendal and James H. Martin.

Bro. Jos. S. Chaille and daughter, Mamie, are making a trip through the west and California.

The delegates who represented local 645 at the International Convention, report great success and the interesting things that come up, also the way the Rochester Company officials received and kindly treated the delegates and attended their meetings at various occasions. It is hoped we will see the time when we will be treated in a like manner by our company's officials. The convention was a success.

Local 645.

## FORMER PRESIDENT GIVES LIFE FOR COUNTRY.

**Saskatoon, Sask.**—Bad news travels quickly. Perhaps it may be equally as true that good news travels slowly. Anyway so it is with Div. No. 616. Everything is in fine shape. Financially and numerically our local was never stronger.

We were recently honored by a visit from our vice-president, Joe Gibbons. It was a great pleasure to meet him. His assistance and sound advice was greatly appreciated by the executive.

We have lost a few of our old members. Thirteen have enlisted to stand by the cause of their country.

Bro. Whitehouse, we have heard, was killed while in active war service in France. He was our former president and a staunch union man. In his death we feel we have lost a real brother. It was decided to send a letter of condolence and sympathy to his wife and to drape the charter in his honor.

We are glad to say that all new men have come into the local. We have only three non-union men on the system which is a very small percentage.

With the aid of the municipal authorities we have run the jitneys out of business.

We extend our congratulations and sympathies to Bros. Coney, O'Connor and Horan who have entered the complications of married life. There are others who need our sympathy and congratulations.

Bros. J. J. MacDonald and Winder have additions to their family.

A labor parade was held here on Labor Day in which our local figured prominently.

A pool tournament is being held at the barns which is creating a lot of friendly rivalry.

We regret that Bro. Walsh was put out in the first round. He was expected to put up a strong game. He had been seen practicing in the early hours.

Owing to the return of several of the regular men from leave, the spare list is again assuming large proportions. The spare men won't make any kick where regulars feel indisposed to take their cars. 615.

## PRESIDENT BECOMES A SOLDIER.

**Malifax, N. S.**—At our regular monthly meeting held in the Board of Trade rooms, Aug. 25, the resignation of our president and business agent, Bro. H. Gardner, was accepted. Bro. Gardner has thrown off the uniform of blue to don the khaki and fight for king and country on the bloody battlefields of France. Bro. Davis has sacrificed fourteen years of service to answer the call to arms, and is now under training. Bros. Hunt and Beasley both day shift men have also joined the ranks. Two or three members from the car house staff have resigned their jobs and now wear the uniform and maple leaf. Rumor has it that many more members from 508 will volunteer in the very near future. No doubt they will find the work more strenuous than operating street cars, but they all have our best wishes that they will be spared to return safe and sound to us.

We are pleased to report the initiation of seven candidates at our last meeting, all new men coming on the job want to be union men. Keep up the good work brothers of the committee.

The office of president and business agent has fallen on strong shoulders. Bro. Sampson is the man of the hour. Let every member give him his whole hearted support and attend the meetings.

Owing to existing conditions the convention call could not be responded to by 508, much to the regret of every member.

Bro. Beswick intends going to the hospital again. We hope his stay will be brief and his recovery sure.

To the brothers who are not interested enough in their own business to bear in mind the fourth Wednesday of the month let me say this: "If at any time you attend a meeting

and find the rules changed by those who stick, just remember you have shirked your part and have no room to kick." Cor.

## McMORROW AT CINCINNATI.

**Cincinnati, O.**—Division No. 627 sadly regrets the death of Bro. Robert Buffington which occurred Sunday, Nov. 14, of pneumonia. He was beloved by all, especially at the Avondale station where he held his membership.

At the sessions of the meeting of Nov. 18, G. E. B. Member Edw. McMorrow was present and entertained us with an interesting address at both sessions. At this meeting we nominated officers. Our primary election will be held Dec. 2.

Nominees to be voted upon at the primary election are:

For President—Albert E. Jones, Walnut Hills; Harry Smyth, Hyde Park.

For Vice-President—John Nester, Eighth St.; Ben Frantz, Walnut Hills; H. Beard, Avondale; E. B. Hooper, Eighth St.

For Recording Secretary—Joe Hock, Clifton Elm; R. E. Knause, East End; R. Barnes, Eighth St.

For Financial Secretary—Abe L. Spradling, Avondale; C. Glardon, Hyde Park; C. Sampson, Brighton; W. Prine, Hyde Park; D. Kennedy, Avondale.

For Treasurer—Dan Murnahan, Avondale; Jos. Smeddick, Walnut Hills.

For Correspondent—Fred Pavely, Avondale; W. Kilgour, Walnut Hills.

For Conductor—W. Jones, Avondale; H. Brennan, Clifton and Elm; F. Bartley, Hartwell.

For Warden—Frank Peters, East End; C. Vorndicke, Brighton; E. Beverage, Walnut Hills.

For Sentinel—P. Fitzpatrick, Vine St.; D. Dolan, Clifton and Elm; M. Dagenbach, Hartwell.

Executive Board Members—Brighton, R. W. Lovett; Eighth St., J. W. Ross, H. E. Caron, J. Wuermil; Avondale, C. Boyden, E. Church, S. Saffin; Hyde Park, S. McCaffery, J. Hiteaman; Clifton and Elm, W. W. Smith, J. Mann; Vine St., A. Haubrock, H. Braun; East End, J. Young, E. Brophy; Hartwell, George Gray; Walnut Hills, R. Fogle, R. Montgomery, L. Varley. 627.

## UNIFORM SEASON AT HAND.

**Charleston, S. C.**—At a regular meeting of Div. No. 610, held October 28, four applicants were initiated.

We are working on a new proposed agreement, which is due to take effect November 10, 1915.

Bro. Wm. H. Wohlbold was recently elected President to fill the unexpired term of ex-President J. P. Graham.

Several of our boys attended the State Fair in Columbia, S. C.

Sincere sympathy is extended to the relatives and friends of our late brother, Clinton Singleton.

Best wishes and congratulations are extended to Bro. and Mrs. Bevis, recently married.

Uniform season is at hand. Look out for the union label. 610.

## DELEGATE GIVES EXTENDED REPORT.

**Trenton, N. J.**—International Delegate Thaddeus Burns of Div. No. 564, at our last meeting gave us a very interesting, educational report from the convention. It was too lengthy for one meeting and will be continued at the next.

Bro. Ed. Sidwell at our recent meeting gave us a good talk on the time question and Bro. Ferd Emberger offered some good advice relative to the extra men.

Bro. Edw. Halsey is chairman of our annual ball committee. Please refer all suggestions to him.

Bros. John Emory, Henry Duffy and Ferdinand Emberger are again on the job after short absences. 564.



Members of Div. No. 452, Thompsonville, Conn.

## AN INTERESTING SOCIAL EVENING.

**Toronto, Ont.**—We are pleased to report that the members are taking a greater interest in the affairs of the Division, and a better attendance is noticeable at the meetings. At the regular meeting on Oct. 5th the delegates to the International Convention made their report of the proceedings, and the members were pleased to hear of the progress made and the condition of the association financially, as shown by the auditor's report. The delegates spoke in the highest terms of their reception and entertainment by the members of Div. 282 and the citizens of Rochester.

At the meeting on Oct. 17th, President Jas. Scott, who represented the Local at the Dominion Trades and Labor Congress at Vancouver, reported the most successful and largest convention ever held in the history of the Congress. The most important matters dealt with affecting street railway employees was the Labor Disputes Act and the proposed amendments to the same at the coming session of Parliament. The attitude of organized labor and the duty of Canadians in the great struggle now going on in Europe, was clearly set forth in the report of the executive, and concurred in by the Convention. The entertainment consisted of sightseeing trips by boat and by auto, a banquet at a beautiful summer resort thirty miles from Vancouver, and a banquet by the city of New Westminster, where the delegates were taken in automobiles around by the most beautiful scenery, covering on the trip over seventy miles. It was necessary to hold three night sessions to conclude the business in the week.

On Saturday night, Oct. 23rd, the Division held their annual social evening, and members and their families to the number of over 1,000 attended the first entertainment, which was at 8 p. m. A splendid program was provided, which was greatly enjoyed by those present. Mrs. J. Tomkins and Mrs. W. Stevenson, wives of two of the active members of Div. 113, con-

tributed to the enjoyment of the evening by taking part in the program, and the recitations of Miss Jones, daughter of Bro. Jas. Jones of King Division, were also greatly enjoyed. All three artists are favorites of the members, who desire to express their appreciation for their services. Bro. Jos. Tomkins rendered selections at both entertainments. The outside talent consisted of Duncan Cowan and Bert Harvie, two of Toronto's favorite comics. International Board Member R. L. Reeves was present and delivered an eloquent address, which was highly appreciated by those present.

At the regular meeting on Oct. 17th it was brought to the attention of the Local by one of the candidates for delegate to the International Convention, that remarks had been made about him and set in circulation by some of the other candidates, and he named two candidates. The Local asked for a statement from both, and after considering the replies, passed the following resolution:

"That the members of Div. 113 learn with regret that previous to the election of delegates last July, remarks were made and circulated, we believe, by one of the candidates mentioned, and that said member has been in the habit of using tactics at previous elections contrary to the provisions of Section 53 of the Constitution. The chief sufferer in this case was Norman L. Heise. The members desire to go on record as saying, after investigating the matter, that the statements are untrue and unwarranted, and that they have always found Bro. Heise a good member and faithful worker in the interest of Div. 113."

We continue to receive cheerful letters from our members in the trenches in France, which are read at each meeting. If you want to hear from your friends at the front, come to the meetings. Those boys who are fighting the battles of the empire speak of Div. 113 and its members with affection that even the roar of the cannon or the bursting of shells cannot dampen.

FARMER.





Group of members of Div. No. 623, Buffalo, N. Y., working out of the Broadway Station. The member in citizen's clothes is Executive Board Member John B. Kolb, active in the affairs of the Buffalo local.

### AWAITING ARBITRATION AWARD.

**Joliet, Ill.**—The absence of Hon. Samuel J. Drew, who is in Washington, D. C., on State affairs, and who is one of the arbitrators, delays a decision upon the arbitration in which is involved our wages. Closing arguments were made by Attorney A. R. Anderson on our behalf. He explained the inflation of the Company's stock. In fact, his address was an arraignment of the management of our Company. In part, he said: "What a sad commentary on the doctrine of brotherhood of man for high-salaried officers of a great corporation to tell the public that the price of steel and materials has advanced and that labor—the life of men—is not worthy of a living wage." He charged that the great corporation had squeezed the last cent out of their stock and investment and are now seeking to squeeze the men who labor to make the property pay dividends. Mr. Tingley represented the Company, and pointed out that inaccuracies referred to by Mr. Anderson were mistakes. He quoted a mass of figures to show that the earnings in normal times will not permit even the present scale of wages, and said: "They ask the arbitrators to rule that the Company must discharge a man who refused to join the union. I consider this un-American and it must be repugnant to any true American. Certainly it is an unjust demand. I want to say that the Company I represent will not consent to a closed shop."

The case of Chas. Ross is still in the hands of a Grievance Committee for adjustment. Bro. Ross applied for a long term of absence, which was granted. In the interval his name was dropped from the running list. He later reported for work and was told that he had resigned and would be required to begin as a new man. The Committee was instructed to have him reinstated.

Bro. Holcomb has the sincere sympathy of our membership in the recent death of his twin children. Bro. and Mrs. Holcomb extend their thanks to the members of Div. No. 228 for the many substantial manifestations shown on the part of our members through the work of our Sick Committee.

Bro. N. D. Johnson has returned to work after a long illness. T. M.

### OLD MEMBER PASSES AWAY.

**Easton, Pa.**—Bro. William Appgar has passed away after a long and severe illness. His death caused gloom among the men. Bill was on the road a good many years and was well liked.

Bros. R. Weaver, G. Beenan, W. Lork and W. Nichols have all taken life mates and we all wish them well. Thanks for the smokes. Bro. W. Ylesley has also entered the double life.

Bro. F. Repsher has a new girl arrival at his home. Bro. C. Young has a new son. Thank you for the cigars, Bro. Young.

Our superintendent was out to the Railway Convention and also took in the San Francisco Exposition while away.

We are to be busy for the next six weeks as we have a tabernacle in our city which is conducted for Mr. Anderson, the Evangelist, and seems to be a very busy place. On the opening day, in three sessions, there were over 14,000 people in attendance.

Bros. Tom Wakeiser and D. W. Fields have left the road for other occupations.

Bro. H. Shull is on a hunting expedition. By the way, Harrison Jr. is a new arrival in the family.

Div. 169 has changed from night to afternoon sessions. The change has not met with desired attendance. C. L.

## HAVE JUVENILE BRANCH.

**Des Moines, Iowa.**—Division 441 meets every second and fourth Monday of each month. Were we to meet every week there would always be something of interest.

Labor Day here was enlivened by the appearance of two new bands in the line of march. They were the Printers' Band and the Band of Division No. 441. Another feature was our juvenile branch of Division No. 441, led by Bros. Doud and Williams. Twenty-eight boys were in line from five to twelve years of age. Bro. Doud is enthusiastic over his juvenile section of the Local and declares that next Labor Day he will have a showing that will cause every union man to feel proud. His idea is to extend the organization of the little fellows and educate them in unionism and justice while they are young. Then he believes they will practice it when they grow older. One of his means of education is to supply the youngsters with illustrated literature alone the line of unionism.

Bro. Tom Hollingsworth is visiting relatives in the East. Bro. Doud is filling his place on the Ingersoll Ave. Line.

Bros. Schenk and Wiley returned from the Convention and report having a very busy session.

The young son of Bro. W. D. Smith was recently run down by an automobile driven by a woman.

The proposed franchise for this Company will soon be before the people for a vote. We are hopeful that it will go through and will do what we can to elect it.

A question before us that is of unusual importance is the matter of establishing a municipal court. It will prove either a good or bad thing. It is up to us to determine.

The improvement being made on University Line looks like good service as well as heavier cars.

Bro. Erickson has his eye on the farm.

Bro. Ben Thompson is now found on the "Owl" on Grandview.

Bro. Wiley reports the Des Moines Street Railway System far superior to several he saw in the East.

Several organizations are using the "target system" on men when found patronizing unfair places. It is proper to be radical on this matter.

Business Agent J. B. Wiley, when in full dress, has the honor of having twenty different articles on his person bearing the union label. This includes his collar button. Every man on the job can be equally as well supplied.

Bro. George Haines is refusing to answer telephone calls.

Bros. Schenk and Wiley, delegates to the Rochester Convention, are giving a very interesting account of what they saw coming and going, as well as of the Convention. They visited New York, Baltimore and other places.

Division No. 441 "Band Booster Club" has eighty members and more applications. Our new instructor is highly elated with the material.

Keep out of unfair shops. The pickets will catch you if you patronize them.

Let's start a penny box for the poor kiddies for Christmas. Every street car man's home can have one of these boxes, and just before Christmas turn the proceeds over to a committee of 441 and it can be used to buy clothing and food for some poor children in Des Moines.

Go to the polls early on November 22nd and see that you and your friends vote right on the franchise. COR.

## EATS ENCOURAGE ATTENDANCE.

**Lansing, Mich.**—Div. No. 563 held their regular meeting in Central Labor hall Tuesday evening, Nov. 9. Nominations were read and other business of the local transacted. A great disappointment was felt when the members learned that Mr. J. W. Collins, the company's president, who was to have been pres-

ent and give a talk was detained in Detroit. We hope to have Mr. Collins with us some later date.

Our local union is steeped in the real stick-together spirit. The second Tuesday in every month the ladies' auxiliary, as they are known, relieve the monotony of "all work and no play" for the men with a supper, followed by entertainment of some kind for the evening. We have no "grouches" in our organization, so if any brother is missing from our social circle we know there's a reason.

The auxiliary promised the boys an oyster supper for Nov. 9. They never disappoint us. A most sumptuous repast set for about forty was thoroughly enjoyed. Charlie Gregory, president of the local, was seated at the table as soon as the first cloth was spread, and showed himself up as no quitter. Mr. Fred Hamlin, chairman of the advisory board, of Jackson, was a guest. In his short but highly appreciated talk he expressed the great help ladies could be to an association. He considered it a wonderfully good suggestion to take back to Jackson and endeavor to have the ladies organize an auxiliary there. Another guest was Mr. Jerry Malony, of Owosso, who left thinking the Lansing union some entertainers. Before we give all the honors to our ladies we will just mention our French chef, Mr. Herb. Chamberlin, who cooked the bivalves.

Our next meeting will be held Dec. 14, followed by a bohemian supper, the remainder of the evening to be spent in dancing. 563.

## YEAR ABUNDANT WITH SUCCESS.

**Gloucester, Mass.**—A very interesting meeting of Div. No. 270 was held in October.

The year 1915 is nearly at an end. It will go down as the most successful yet in the experience of our Local. We are now on a good, sound business basis and much credit is due to the officers for the excellent condition of the Local. President Poole has worked hard to accomplish the present standing of the Local, and if success is a reward he has been well paid. We have the high mark of membership for this local.

Nominations will be made at the November meeting, and I am sure that our members generally are hopeful that Bro. Poole will again accept the important position of President.

Conductor Geo. F. Pratt and Motorman E. D. Griffin were recently married in the same week. They and their respective brides have our best wishes.

There is not much change in the condition of Bro. Darling, who is on the sick list.

Bros. D. S. Griffin, Knowles and Burnham are hopeful over the reappearance of a checker board.

Bro. Killbride has given up the coal business and returned to the spare list. P. O.

## OPENED NEW EXTENSION.

**New Castle, Pa.**—A new extension has been opened on the east side.

Bro. John Robinson has donned his winter clothes. This is a sure indication of winter.

Bros. James Denny and Frank McKee have been working in the pole-gang.

No more oysters for Bro. Bob Welsh.

Bros. Joe Lackey and Fred Garlets are helping a surveying corps this month.

Bro. Mat. Rodgerson has been transferred to Youngstown.

Bro. C. C. Coulthard returned from the Fourteenth Convention and gave a very interesting report of his trip to Rochester, N. Y.

Bro. Nick Wick is enjoying an early run.

Bro. Scott Hearley is at the car-house.

Bro. A. Abbott has interested himself in the grocery business.

Bro. E. D. McKibben is again at work after being confined from sickness.

Bro. Wilkinson, undoubtedly chagrined at the low salary he was getting, has handed in his resignation from the position of assistant correspondent. WHISTLING DICK.

## AWAITING ARBITRATION AWARD.

**Providence, R. I.**—At this writing Div. No. 618 is anxiously awaiting the award of the Arbitration Board that is now considering the evidence and arguments in the wage dispute with the Rhode Island Co. Our members feel that our case was very well taken care of by our attorneys, Bro. J. H. Vahey and Hon. J. J. Fitzgerald, ably assisted by Mr. Arthur Sturgis, Statistician for the Division. At the conclusion of the arguments, His Honor, Mayor J. H. Gainer, Chairman of the Board, asked for an additional 80 days to consider the evidence, making it 60 days in which to render an award in the case, which request was granted by the membership at a meeting held on Thursday evening, Nov. 4th. This extension of time will bring the date of the award very close to the Christmas holidays.

Our delegates at the recent Convention held in Rochester, N. Y., submitted a report of the proceedings at the meeting held on Oct. 7th. In addition to reporting the changes in the constitution and the many matters affecting organized labor in general, they were very lavish in their praise of the treatment given them by the Rochester boys. They stated that the many entertainments provided by the committee, and their earnest endeavors to please all, were deeply appreciated by the delegates, and made them feel that the time spent was all too short. They also spoke very highly of the Ladies' Committee, who worked unceasingly day and night to keep the ladies visiting their city from being lonesome, and mention was made of the trip to Buffalo and Niagara Falls, when the delegates were entertained by the Buffalo Local in a very royal manner. Great interest was taken by our boys in the fine band composed of members of the Buffalo Local, who gave some very good selections at the mass meeting. Our boys have become so enthused over this feature that a movement is now on foot to establish a band in this Local. If the present enthusiasm continues, the delegates to the Convention in 1917 will be treated to some fine music during their stay in this city.

In October this Division lost two members by death—Bro. Everett Mathewson and Bro. Edward Reardon passed away.

The meetings of this Division will be held regularly on the first and third Thursdays of each month at 8 p. m. and 1:30 a. m., in Infantry Hall drill room. A lease to that effect has been signed. It is expected that the meetings will be very well attended in the future. C. D.

## A PRODUCTIVE SUMMER.

**Troy, N. Y.**—This section of the country has experienced a green summer, closing with good crops. Farming land in and about the village was fruitfully productive.

A change in the method of hearing charges resulted in a strike on the Albany Division. The second day of the strike we were drawn into it and were out three days. This dispute is left to three arbitrators, one of which is our mayor. A decision is expected soon. Through some misunderstanding an interurban car of the Hudson Valley line was run into Troy on the morning the strike was declared. It was headed off and the crew, badly scared, were hustled to Waterford under the protection of our men.

Double tracking of Fourth street is completed and there is speculation as to what effect it will have on the schedules. I venture the suggestion that the running of the Red Line down Fourth street on a five minute headway will serve the traffic better than as at present operated. Seven and one-half minutes' headway on Second street will be sufficient for that line. Only First and Second streets should be affected by the change. The bulk of traffic is on Third street.

The projection of trolley lines in suburbs tends to stimulate real estate activity. It is

proven by the rapid growth of Syosway and the opening of Lindenburg Wood. People will not build many houses far from trolley service.

The lesson of the Fifth avenue bus line should be clear to the officials of our company.

182.

## DETROIT DIGEST.

Ninety-seven members of Div. No. 26 took part in the Labor Day parade. The immense traffic of the day interfered with many who would have otherwise joined the march. The parade was the largest labor demonstration ever held in Detroit.

Div. No. 26 entertained the western delegates when they were on their way to the late Association convention held at Rochester, N. Y. We showed them as much of Detroit as the time would permit during their stay here.

An alleged municipal ownership scheme was defeated at a special election held recently in Detroit. The Detroit Street Railway Commission attempted to circumvent the arbitration clause of the city charter which designs collective bargaining. The scheme, providing it became approved as legal was to submit a purchase price ultimately to the Supreme Court of Michigan. When we discovered that it contained an assault on the Association, we enlisted the assistance of the Detroit Federation of Labor and defeated it. The mayor of this city has been consistent in an evident determination not to take the Detroit labor movement into any advisement in civic affairs while he is mayor. All of his appointments are made from a non-union political viewpoint. On one or two occasions where trade union members were appointed to commissions he took particular pains to make it known that such appointments were not made through any consideration for the labor movement. His street railway commission is decidedly non-union, being wholly in harmony with his policy. In all matters of general interest, the mayor sends out invitations for attendance at conferences to various civic bodies, but he has never been known to invite the opinion of the Detroit Federation of Labor upon any matter. When an attempt was made to get some consideration in the recent proposed purchase scheme the Federation was ignored. It led to the defeat of the scheme by over 3,000 majority.

At a meeting of Div. No. 26, October 9, the audit of the finances of the local was reported, covering nine months from the first of January, which showed an increase in the funds of the Association of \$3,633.18. The funds of the Association at the beginning of the year, minus an indebtedness that existed, embraced a balance of \$5,967.85. The present balance is \$9,600.48 and debts paid. During the nine months the Division paid \$8,981.31 of bills payable on debts that had accrued previous to January 1st.

J. C.

## FATAL RUNNING BOARD ACCIDENT.

**Thompsonville, Conn.**—Div. No. 452 has passed through a good summer and arrived at the time for the bidding of runs for the next six weeks. Box cars have again made their appearance and the conductors are glad because of accidents to passengers boarding and alighting from summer cars.

During the season our late Bro. Aldinger died from injuries received on running board of an open car accident.

The report is that our genial Bro. Ed. O'Donnell is to try driving double. Bro. Chapelle will now get lonesome and find a girl.

We have watched the labor troubles at Holyoke and are glad they have been adjusted.

It became necessary for our delegates to bring the matter of jitneys up in the Central Labor Union to stop some of the men in other unions from patronizing those which competed with our service. The result has been satisfactory. R. F.



All Star Ball Team of Div. No. 627, Cincinnati, O.

### CAPTURE BABY SHOW PRIZE.

**Ft. Smith, Ark.**—We have just completed the first year of our existence as an organization. We are beginning the second year with things looking much better than they did a year ago.

Bro. Magnus Sinclair of the G. E. B. was with us for two weeks and with our committee negotiated a new contract. All we have to say is that we have an excellent agreement. Bro. Sinclair knows his business. We have a closed shop including all cars, car barn and power house employees.

A brother who was suspended from the company's service last March upon the charge of being intoxicated while on duty has been reinstated.

Conductor Thompson received a ten pound boy at his house late in October.

We have a check off system in our new agreement. The company checks off all dues and assessments and turns them over to the financial secretary on the first pay day in each month.

Motorman Chas. Leonard's twin girls took the prize at the baby show, Nov. 5.

SALTY.

### TWO MORE ENLIST.

**St. John, N. B.**—Regular meetings of Division 663, Oct. 20th, were largely attended. President C. B. McClean occupied the chair. One new member was added to the roll.

The members want to cut out running in and out while the meetings are in session. You fellows by the door take notice and get wise.

The Grim Reaper made his first visit to our division and removed from our midst Bro. H. S. Randall. Bro. Randall, an efficient and popular motorman, was on his way to take his car when he suddenly collapsed near his own home and expired before medical aid could reach him. He leaves a widow and three small children to mourn the loss of a kind

and loving father. His funeral, at Lakeville, was attended by his brother members, who turned out in uniform. Many large floral wreaths testified to the esteem in which he was held. Our charter is now draped in memory of our deceased brother.

The cars are now running over the new bridge which connects the East and West Sides.

Cigars were recently passed around, the occasion being the signing of a life contract between Bro. C. Jones and a young lady from the North End. Congratulations.

Bros. Geo. Hazelwood and A. Green have enlisted and are going to the front with the 104th. Here's wishing them good luck and a safe return.

The time for election of officers is drawing near. Those holding office want to have their affairs in shape, so if a new man takes up the job he will know where he is at.

Bro. Tom Trot got a rap with the brake handle and is laid up with a lame hand.

The sports of the Division who went to Boston to take in the series, report having a good time.

COR.

### DEATH TAKES ESTEEMED MEMBER.

**Hartford, Conn.**—Nomination of officers in Div. No. 425 takes place November 1, and the election will occur the first Monday in December.

Bro. Butler is in a serious condition.

Bro. Murphy of the Zion Street Line is soon to be married.

Our Local is bowed in grief from the death of our late brother, Charles Buck. Bro. Buck in life was a devoted trades unionist. He was a man whose fidelity to his organization and to his employment was well worthy of emulation. Sincere sympathy is extended to the bereaved ones left behind. Appropriate resolutions in his memory were adopted at our last meeting and our charter was ordered draped in mourning for thirty days.

435.



**ALWAYS MAKING PROGRESS.**

**Buffalo, N. Y.**—Division No. 622 report progress. In fact, we are always making progress. That is the constant strife of our officers and members. Although we have a good agreement we are still making supplementary improvements to it and are at all times looking forward, watchful for the best.

Nomination of officers takes places the last meeting in November. The election is to be held the first meeting in December. We expect a lively contest in many of the positions and every member should take part.

Bro. J. J. Scheeler, J. Judd and J. Eastman of the Forest Station are planning a big hunting trip to Silver Springs.

It is discovered that Bro. Harry Hippell of Forest Station celebrated his marriage last month, unknown to his brother members. Union made cigars are expected to square accounts.

After suffering some days from injuries sustained by being struck by a jitney, Bro. Arthur Warren has returned to work.

On October 13 the son of Bro. John McCulle, aged 19 years 3 months, died. Bro. McCulle has the sympathy of our membership. 623.

**LOCAL REPORTS PROGRESS.**

**Newburgh, N. Y.**—Div. No. 388 reports progress.

Bro. Chas. Chaplin sometime since severely injured in a motorcycle accident is again about.

Bro. Geo. Terwilliger has returned to a city night run. He will go back to the country in the spring.

Bro. Jess Miller has established a reputation as a candy maker.

Bro. H. Shapiro is contemplating matrimony.

Bro. Wm. Scott has made an expensive purchase of linoleum for the convenience of Bro. Geo. Terwilliger.

Bro. G. McDowell, sick, is reported improving. Cor.

**CLEVELAND, OHIO, AGREEMENT.**

**THIS MEMORANDUM OF AGREEMENT**, made and entered into the ninth day of November, 1916, as of May 1, 1916, by and between The Cleveland Railway Company, its successors, lessees and assigns, party of the first part, hereinafter, for convenience sake, called the Company, and the Amalgamated Association of Street & Electric Railway Employees of America, Division 268, of Cleveland, Ohio, party of the second part, hereinafter, for convenience sake, called the Association, WITNESSETH:

That, in the operation of the railroad of the Company, both parties do mutually agree:

Section 1. The Company recommends that all motormen and conductors in its employ become members of the Association.

All motormen and conductors who are now or who may hereafter become members of the Association shall remain members of the Association in good standing so long as they remain in the service of the Company, provided that such continuous membership shall not conflict with the laws of the Association. All motormen and conductors employed in the future, after a probationary period of sixty days, if they still remain in the service, shall make application to become members of the Association. Whenever the Association expels a member for violation of its laws, the Company agrees to dismiss said member from the service, upon satisfactory proof of such violation.

Section 2. The Company agrees to meet and treat with the duly accredited officers and committees of the Association upon all questions arising between the Company and the Association. Should any dispute arise between them which cannot be mutually adjusted, the same shall be submitted, at the request of either party, to a Board of Arbitration, as provided in this agreement; and during the arbitration the conductors and motormen shall continue the operation of the Company's cars.

Section 3. For the purpose of settling disputes which cannot be mutually adjusted between the Company and the Association, there shall be selected a Board of Arbitration composed of three disinterested persons, one to be chosen by the Company, one to be chosen by the Association, and the two thus selected to select the third arbitrator, the finding of the majority of said Board of Arbitration to be final and binding upon the parties hereunto. Either party hereunto shall name its arbitrator within fifteen days after having received written notice from the other party hereunto, and either party failing to so name its arbitrator shall forfeit its case.

The two arbitrators selected by the parties hereunto shall meet from day to day, after their selection, for the purpose of selecting the third arbitrator, and, after a period of ten days, if the third arbitrator has not been selected, the representatives of the Company and the representatives of the Association, with the two arbitrators selected, shall meet and see if it is not possible to agree on a third arbitrator, or make such other arrangements concerning the arbitration as they deem advisable. If no agreement as to the third arbitrator can be reached within ten days after the matter has been referred to the representative of the Company and the Association, then the third arbitrator shall be appointed by the judge of the United States Court of the District in which Cleveland is situated.

Each party hereunto shall bear the expense of the arbitrator of its own selection, and the parties hereunto shall jointly pay the third arbitrator.

Section 4. It is further understood and agreed that when an employe of the Company is suspended or discharged from the service, and after a thorough investigation it is found, either by conference of the officers of the Association and of the Company, or by decision of a board of arbitration, that he is not guilty of sufficient cause to warrant such action, he shall be reinstated and paid for such lost time, as may be decided upon by conference or by the arbitrators.

Section 5. All members of the Association in the employ of the Company, when in uniform and upon presentation of their badges, shall be given free transportation over all lines owned and operated by the Company.

Section 6. Any employe who has been discharged or suspended by the Company and feels aggrieved shall have the right to have his case taken up by the officers of the Association. Such case shall be first taken up with the general superintendent of the Company. If no agreement can be reached with the general superintendent, the case shall then be taken up with the general manager; and, in case no agreement is reached, the officers of the Association shall then have an appeal to the president of the Company, who shall sit on the first and third Wednesdays of each month to hear evidence and determine such appealed cases; and if, after a hearing by the president, a dispute still exists between the officers of the Company and of the Association, the same may then be submitted to arbitration, as provided for in sections 2 and 3 of this agreement.

Whenever the Company shall suspend or discharge an employe and said employe shall request information as to the reason for such suspension or discharge, the same shall be given him by the Company within twenty-four hours after such request.

Section 7. Any member of the Association elected or appointed to office in this Division or in the International Association, upon his retirement from said office or appointment, shall be placed in his former position in the employ of the Company.

Section 8. For motormen and conductors, all runs shall conform as near to a ten-hour work-day as possible, and there shall be no run exist that cannot be completed inside of twelve consecutive hours, with a lee-way of a half of a trip to complete schedules, in any calendar day of twenty-four hours, with the exception of swing runs, which shall be completed in the shortest number of hours pos-

sible; and wherever it can be shown that the schedules of any line can be improved in the way of shortening the hours and bettering the runs, giving the same service desired by the Company and required by the traffic, the Association shall have the right to have such alteration made in the schedules.

Section 9. All motormen and conductors shall have their respective places on the lines on which they are employed, in accordance with their continuous employment in the service of the Company. The men longest in continuous service as motormen and conductors upon the line upon which they are employed shall have first choice of runs, and so on down the list until all vacancies are filled. The right of selection of runs shall be granted to the motormen and conductors at least twice a year, on the fifteenth day of May and the fifteenth day of October.

In all schedules that are changed, and as often as they may be changed, each motorman and conductor shall have the right to make the selection of his run in accordance with the length of his continuous employment in the service of the Company, as provided above, with the exception of emergency schedules.

All regular schedules shall be posted at least ten days prior to going into effect, in order to give each motorman and conductor the right to sign up for the run he desires. In case a vacancy occurs, the man below said vacancy shall have the right to move up on the first or fifteenth of the month.

Emergency time-tables will be run on for a period of seven days without the selection of runs, but should they remain in force longer than that period, then motormen and conductors shall be given the right to select their runs, in accordance with the provisions of this section.

All schedules shall be so arranged as to give not less than four minutes' lay-over at the end of each round trip.

Section 10. All motormen and conductors who report for work at a specific time on order of the Company, and for any reason not their own do not start to work at the time specified, shall be paid for the time elapsing between the time they report and the time they actually start to work, in addition to the time they work.

All motormen and conductors who report for work at a specified time on order of the Company, and on account of weather or for other reasons not their own do not do any work, shall be allowed one hour's time for so reporting.

All motormen and conductors who are called upon to make extra trips in addition to those specified in the runs to which they are assigned shall be paid for the time elapsing between the finish of their runs and the time the extra trips start, providing that such time does not exceed fifty minutes. If more than fifty minutes elapse between the finish of the run and the time they are put to work, they shall be paid only for the actual time they work.

The above does not refer to trips specified as parts of a regular run in the schedule.

All motormen and conductors not assigned to duty shall report to their dispatcher once each day at 3:30 p. m. unless excused by the dispatcher.

Suspension or discharge of any employee for entering a saloon while wearing regulation uniform or badge of the company, whether on or off duty, or for drinking while on duty, or for drinking within three hours prior to the time at which he goes on duty, shall not constitute a grievance between the Association and the Company.

All motormen and conductors shall wear the regulation uniform of the Company, with collar and tie, at all times while on duty. Overcoats, if worn, must be uniform overcoats.

Sweater coats, if worn, must be either black or blue in color, without collar, and must be worn under the vest. The bottom of the sweater coat should not be exposed below the vest.

The regulation uniform of the Company

shall consist of coat, vest and trousers, made under the following specifications:

CLOTH—To be navy-blue uniform cloth, all wool and pure dye, so as not to turn color or fade.

COAT—To be four-button, semi-round-cornered sack with nine-inch lapel. Buttons put on with eyelets and secured in place by rings. Pockets to be made with the Bartel patent or something equally serviceable. Edges to be  $\frac{1}{4}$ " double stitched. Coat to be made with an unshrinkable French half-cloth front. Tape to be pure black linen. Length of coat to extend one inch below crotch seam.

VEST—To be single-breasted, six-button. Edges  $\frac{1}{4}$ ", double-stitched. To have changeable buttons to be fastened with rings same as coat. No collar.

TROUSERS—Cut medium. Suspender buttons to be placed on inside of waist-band. Belts-traps on outside.

OVERCOAT—Blue uniform cloth as above, double-breasted, convertible collar. Edges  $\frac{1}{4}$ ", double-stitched. To extend two inches below the knees in length. Pockets to be made with the Bartel patent or something equally serviceable, and the overcoat to be made with an unshrinkable half-cloth front. Body lining to be wool with Italian yoke.

All garments to be Union made and bear the label of the United Garment Workers of America.

Section 11. On and after the first of May, 1916, all motormen and conductors in the employ of the Company are to be paid by the hour on the following basis: For the first year of service, 29c per hour; for the second year of service and thereafter, 32c per hour.

Section 12. When employees are required to lay off to look up evidence or to give testimony in cases of accidents, or other cases in which the Company requires such services, they shall receive pay at the same rate of wages that they would have received had they been operating their cars, provided that such employees have complied with the rules of the Company in regard to securing the names of witnesses.

Section 13. In consideration of this agreement and the provisions hereof, the Association will urge its members to perform their labor and use their influence and best endeavor to guard and promote the welfare and prosperity of the Company. Further, the Association will recommend that its membership as individuals be guided by this agreement, and that, whenever a dispute arises between an officer of the Company and a member of the Association with respect to the operation of the cars of the Company, the order of the Company's officer be complied with, and the grievance referred to the officers of the Association, as provided for in this agreement.

Section 14. This agreement and the provisions hereof shall continue in force and be binding upon the respective parties hereunto until the first day of May, 1916, and from year to year thereafter, unless changed by the parties hereunto. Either of the parties hereunto desiring a change in any section or sections of this agreement shall notify the other party in writing of the desired change fifteen days prior to the end of each year, which is the first day of May. After such notice, the agreement shall be opened up, and the change or changes desired shall be considered. Upon failure to reach a mutual agreement upon any changes desired by the parties hereunto, the same shall be arbitrated as provided in this agreement, and this agreement shall then be modified to conform to the decision of the arbitrators.

THE CLEVELAND RAILWAY COMPANY,

By JOHN J. STANLEY, President.

H. J. DAVIES, Secretary.

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, DIVISION 268.

By GEORGE R. DAVIES, President.

W. M. REA, Secretary.

## OTTUMWA, IA., AGREEMENT.

## Articles of Agreement.

Entered into by and between The Ottumwa Railway and Light Company, its successors or assigns hereinafter called the Company, and the Amalgamated Association of Street and Electric Railway Employees of America, Division 199, of Ottumwa, Iowa, hereinafter called the Employees, WITNESSETH:

Section 1. This agreement shall constitute the conditions under which the employees shall work during the period from October 1, 1915, to October 1, 1917.

Section 2. The wages for all motormen and conductors shall be as follows for the two years ending October 1, 1917:

First year—First six months, 22c; second six months, 23c.

Second year—25c.

Third year and thereafter—28c.

But when the gross earnings of the street railway system of the company shall equal or exceed \$161,792.85, for any consecutive twelve months period terminating during the term of this contract, then the above wage scale shall be increased  $\frac{1}{10}$  per hour.

Expecting that motormen and conductors running on Jefferson street, Wabash avenue, Chester avenue and Sheridan avenue lines shall receive one cent more than the rate per hour for their respective age in service, and the motormen and conductors running on Court Hill shall receive  $\frac{1}{10}$  more than the rate per hour for their respective age in service.

Section 3. The age of service of an employee shall be computed from the date of his entering the service of the Company or any other company or companies previously controlling this system, provided, he has been continuously in the service of this system. The Company in hiring experienced men for regular employment shall allow them 50% of their experience. This, however, shall not apply to men serving on the sub-extra list.

Section 4. All trainmen shall be paid for actual time of each respective car run for each day, except on Sundays when they shall be paid the same as on a week day and the starting time shall be two hours later.

Section 5. All vacancies shall be filled on the first and sixteenth days of each month after occurrence of such vacancies. All vacancies to be posted at least three days before filling and preference of runs shall be given the oldest men in filling vacancies in accordance with their seniority with the Company, provided, he is capable of filling the vacancy. In case a vacancy occurs within a less time than the prescribed three days before the sixteenth or first of the month, for posting such vacancy, said vacancy will not be filled until the next first or sixteenth day of the month as the case may be.

Section 6. Trainmen will not be allowed to exchange their seniority rights, but can exchange temporarily from motorman to conductor or vice versa, if agreed to by the party of the first part. Any man wishing to change from motorman to conductor or vice versa after having left the extra list, shall be required to go to the foot of the extra list, unless he is set up to a run contrary to his choice when leaving the extra list.

Section 7. In case a car is put on for a period of thirty days or more on trial, it shall be considered as an open run and a setup regularly made and in case the car is taken off the men thus set up shall be set back to their original positions.

Section 8. It is mutually agreed that the Company shall have the right to employ such persons as it may desire, but should any motorman or conductor prove unsatisfactory to either party after a trial of thirty days, the said motorman or conductor shall be dismissed from the service of the Company.

Section 9. In case where the Company suspends or discharges a member, and if on immediate investigation by the officers of the Company and the Association, it is found that

the member is not guilty of the charges preferred against him, he shall be reinstated and paid for all time lost, and all charges must be preferred within ten days after the said offence has been brought to the attention of the Company.

Section 10. Motormen shall be allowed to use stools on certain parts of their runs, such places to be designated by the Manager of the Company, the stools to be furnished by the Company.

Section 11. No motorman shall be required to run a car with doors or windows broken in the vestibule during inclement weather.

Section 12. All bulletins issued by the Company relative to the duties of motormen and conductors shall be posted at the motormen's and conductor's headquarters or each man notified personally.

Section 13. All runs for extra men shall be marked up not later than 2:30 o'clock on the preceding day. All runs shall be divided into two equal shifts as near as possible.

Section 14. Any regular man missing his run shall be placed on the foot of the extra list for three days for each miss, and no man shall be given more than seven days for any other one offence, unless the offence be sufficient for a dismissal. A man serving on the extra list shall have the same rights of a regular extra, except as noted in Section 15 of this contract.

Section 15. No man shall be taken off his regular run for some other run if there is any extra man available who is competent of filling the run, nor for more than one day if there is an extra man the next day who is competent of filling the run. However, a man who has been given days for any cause and his run filled by swinging a man from some other run, will not be permitted to resume his run, in case he is the only competent man on the extra list, in order to let the man who is holding the place temporarily to return to his own run.

Section 16. All trainmen requested to report for extra work at any other time than regular relief time, shall be paid from the time of reporting until they are released and no sub-extra shall be assigned work until all regular and extra men desiring work are supplied, in case an extra man is marked out for a part of a day, in the morning and a daylight run should be opened in the morning, the extra man thus marked shall be allowed to take the full day's work and the next extra man shall take the part of a day, unless the man thus marked out should be the only extra man at the barn.

Section 17. All officers and committees doing work for the Association shall have preference over all other men in securing lay-offs, but only for the performing of such duties as shall be imposed upon them by the Association. The Company agrees that it will not discriminate against any member of the Association by reason of his performing such duties as may be imposed upon him by the Association during his hours off duty. The employees agree that there shall be no sympathetic strike for any cause or grievance not arising from the grievance of a member of the above mentioned local. There shall be no strike pending any matter submitted for arbitration except by order of the International President or the International Executive Board.

Section 18. Should any difficulties arise between the parties hereto that cannot be satisfactorily adjusted by the voluntary agreement of the parties hereto within five days, the matter of dispute shall be submitted to a Board of Arbitration consisting of three disinterested parties, and the finding of a majority of the Board shall be binding on all parties hereto, the Board to be selected as follows: The Company to select one member, the Employees to select one member, and the two thus chosen to choose the third member. Beginning the next day after the said Board has been thus chosen, the Board of Arbitration shall meet daily, Sundays excepted. The cost and expense to be paid by each of the parties to its

own arbitrator and both parties jointly pay the third arbitrator.

Section 19. All regular men desiring to lay off at-barns in the morning shall be granted as long as there are sufficient extra men to fill their places, but the Company may reserve three extra men. Such regular men must be subject to call for all extra work unless excused by the Superintendent.

Section 20. The lay-offs for all men shall be granted in order as their names appear on the lay-off record which shall be placed in the headquarters of the motormen and conductors. No names shall appear more than seven days in advance for lay-off.

Section 21. It is agreed by the party of the first part, that when a vacancy occurs in any of the following positions, Superintendent of Trainmen, Car Inspector or Night Barn Foreman, that preference for such position shall be given employees, seniority in service to be considered if competent in the judgment of the Manager.

Section 22. The above agreement has been made for two years ending October 1st, 1917, with the understanding that about the middle of September, 1917, the company will meet the employees, members of the Amalgamated Association of Street & Electric Railway Employees of America, Division 199, and discuss with them the question of wages for the period immediately succeeding October 1st, 1917.

If at the date of expiration of this agreement a new agreement has not been made, and negotiations are pending, the above agreement and all its obligations shall continue in force and effect for the ten (10) days next succeeding the date of expiration.

THE OTTUMWA RY. & LIGHT CO.

By C. E. FAHRNEY,  
General Manager.

DIVISION NO. 199, AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

By J. J. JOHNSTON,  
President.

H. DENEBRINK, Secretary.

## DARED NOT TEST HIS OWN BELIEF.

Immediately following a recent city election at which a proposed street railway franchise was defeated by the voters, the manager of the company seeking the franchise was asked the attitude of the company in respect to an effort to organize the employees. "The Central Labor Union of this city was responsible for the defeat of this company at the recent election. We had told our employees that if the franchise was elected we would give them thirty cents an hour. The men know the union men of the city killed their chance to get the increase in wages. I think nearly all of our men would now refuse to organize if the company would permit it," was the reply. What does the statement from the manager mean? This company had placed in the hands of the motormen and conductors, prior to election, blank subscription cards to pass out on the cars for voters to sign, pledging for the franchise. Nothing humiliating about that? But they were authorized by the company to impose upon the compassion of the voter by informing him that to sign the pledge it would help get a wage rate of 30 cents per hour. Nothing embarrassing about that? Now, we see the conductor handing a card to the trades union voter. "Mr. Union Man, please sign that pledge. For you to help elect the franchise means, among other things, that you will help me get an increase in wages

without the assistance of your labor union. You will be helping my boss show you that I don't need to join a union to get a wage increase. You will help my boss show you that you are at the expense of keeping up a labor union that you can well get along without. You will be helping my boss convince me that I can get what I want without paying dues to a union, and that you are all wrong, un-American, misled, deluded, undesirable and that your union deserves to be destroyed, and you should be blacklisted and starved. Please sign the card. Confess you are wrong in being a union man; that your union destroys your independence. Please sign the pledge and vote for the franchise. Please commit suicide." But Mr. Union Man didn't forsake his union. He didn't vote for the franchise. Yet the general manager of that company believes his employees, who are victims of the inefficiency of his non-union scheme, would now voluntarily reject a privilege to organize and become a part in a movement that has repeatedly demonstrated its power to increase wages. Do those men feel offended because Mr. Union Man declined an invitation to attend his own funeral? The manager would have you believe it. But this particular general manager refused to permit those employees to voluntarily pass upon the question—there seemed to be a question in his mind. He wasn't sure of his own belief. He dare not allow the question to go to the open minds of his employees. He evidently entertained a suspicion that the men might be capable of doing their own thinking. He refused permission to test his own belief. But those men will organize. In that very election they saw enough to convince them of the fower of unionism.

"Working hours should be judged from the standpoint of fatigue," he said. "Statistics prove that the highest mortality rate is invariably in the industrial sections because the rest of these workers is not commensurate with their duties. A shorter workday is an economic benefit to all. It means more men, more machinery, higher standards, increased demands, more production and an expansion of industries.

"The family life becomes a closed book when the man returns home dead tired from his day's work. When he reaches that stage he loses identity as a man, husband and father and becomes only the beast of burden."—A. F. of L. News Letter.

The Ontario Railway Commission, on Nov. 22, issued an order to the Toronto street railway company to abolish the use of side running boards on street cars. This order is the end of a persistent campaign directed by Business Agent Joe Gibbons of Div. No. 113, Amalgamated Association, to eliminate the use of running boards on summer cars. The objection was against any type of car requiring conductors to perform their work on side running boards.

### THE PRIVATE DETECTIVE.

A New York divorce suit came to a sudden end when it was revealed that private detectives had been trailing the wrong man in quest of evidence and that the woman named as co-respondent was the innocent wife of their quarry.

Private detectives are unpopular. It is not only their function to ferret out waywardness but to promote it in many cases. They sneak and slink on the job. They feed suspicion to keep up business and when suspicion cannot be fed by damaging facts it is fed on insinuation.

Whether they are employed to dog the footsteps of wives and husbands whose conduct is in question, or to spy upon factory employes to eradicate agitators or to ingratiate themselves with trusted employes to dig up the secrets of their lives, private detectives play mean roles. It is difficult to associate manliness and honesty with the calling.—The Detroit News.

The above is from the editorial column of one of the leading daily newspapers of the U. S. The editorial statement supports the position of organized labor that the class to which it refers should be properly restricted. It supplies an outside opinion upon which to base registry legislation.



**HENRY GATTEL,**  
Representative of the "Railway Audit and  
Inspection Co."

The "Railway Audit and Inspection Co." is the name expected to give the appearance of respectability to a so-called "detective agency" that is in the business of supplying "spotters," etc., for employers. It has agencies in various cities. The above picture

represents one Henry Gattel, a tool of the company, who was uncovered by Div. No. 192, Oakland, Cal. Gattel entered the street railway service in Oakland, Nov. 3, 1914. On Dec. 2, one month later, he became a member of Div. No. 192. He served as conductor. The Tri-City Labor Review gives his description as: Weight, 180 pounds; height, 5 feet 9 inches; age, 32; stands very straight and erect; light complexion; curly red hair; brown eyes; large gold tooth on right front side of upper jaw; deep scar on forehead caused by mercury treatment; left Germany when 18 years old; fairly well educated, but speaks with a German accent. The report states that he worked either as motorman or conductor on the street cars of New York, Chicago, New Orleans, St. Louis and Los Angeles before arriving at Oakland. Immediately on entering the service in Oakland he attracted some attention by his "efforts to ingratiate himself into favor with the leading members of the union." His discovery as a spy came about by his inadvertently leaving a letter from one Walter D. Fifth, western manager of the Railway Audit and Inspection Co., Claus Spreckels Building, San Francisco, in a place where it fell into the hands of a member of the local. The letter clearly reveals the character of the man, and when submitted at the meeting at which Gattel was charged with being a spy, it was so conclusive that upon assurance against personal injury at the hands of the members, Gattel confessed, was expelled and left town. The letter is as follows:

"San Francisco, Cal., March 13, 1915.

"Mr. Henry Gattel, Elmhurst, Calif.

"Dear Sir:—

"Your letter of the 12th inst. to hand, and I note what you have to say regarding your reports of late. I have been carefully noting these each day of late, and I must confess that I have not noticed them as being very poor.

"I was sorry to note that some trainmen had talked you out of going to the union meeting the last Tuesday morning. This is one thing that I am sure Mr. Harris is always glad to get, any information regarding the union. I wish you would always put in your report anything you hear about the movements of McMorro. If you can, let me know what towns around this coast he goes to, to organize.

"I understand your position in writing this letter, but you know every report cannot be full of the very best information. I presume you are reporting everything that is worthy of note that comes to your notice, and if you continue to do so, I am sure this will give satisfaction. You know that we all have our dull periods when things seem to be moving slowly, but the man who stays with it through thick and thin, is the man who wins in the long run.

"Believe it would be a good idea to call Mr. Harris on the phone once in a while and ask him if he has anything special for

you. You could also ask him if he desires you to call, say, once in a week or two.

"With best wishes, I am yours very truly,  
"WALTER D. FIRTH."

The Mr. Harris referred to is the general superintendent of the San Francisco-Oakland Terminal Railway.

The letter appears to have been written to encourage an employe of self-doubting efficiency for the job, but ambitious to do his bit.

Discovering the identity of the weak character of Gattel will serve very little purpose in lessening the leaching of spy-hearing agencies, but it is another reminder that there are those who, when the test of character is made, fall. Of such is Gattel. Agencies sapping the manhood of Gattels and preying upon gullible industries will continue until something more is done than the disclosing of the wrecks in manhood they leave in their wake. The "Railway Audit and Inspection Company" cares as little for what becomes of Gattel and his kind as they do of the impositions of their course upon honest labor.



LATE BRO. JOHN M. BROEN  
Div. No. 382, Salt Lake City, Utah.

### COURT DECISIONS IN SPRINGFIELD, MASS., CASES.

March 31, 1915, Div. No. 448 suspended work. Prior to this date three conductors were dismissed from the service of the company, charged with not accounting for fares collected. The dismissed conductors denied the charge. The method of accounting for fares was to register cash and tickets and omit registering transfers. In an award of a previous arbitration of cases of dismissed conductors was a recommendation for installing a transfer register. This recommendation the company failed to ob-

serve. The local took the position that the latter dismissed conductors were victims of the failure of the company to install the transfer registers and suspended work to enforce their reinstatement and the installation of the second register. A settlement was effected upon terms that the second register should be installed and the question of reinstatement of three dismissed conductors was to be disposed of by the submission of their cases by trial before a justice of the Superior Court. The cases were accordingly tried and a decision recently made by which one is to be reinstated. The court held the charge to have been proved by the company against the other two conductors. The decision shows the method of a court in the disposition of such cases and is therefore of interest. A transcript of the decision is as follows:  
"Memorandum in Springfield Street Railway Cases.

"These three cases are brought to recover certain fares alleged by the plaintiff to have been collected by the defendant as conductors and not turned in by them to the company.

"The case against Timothy B. McCarthy involves 23 dates, upon which evidence was offered on 22 comprising 44 transactions.

"The case against Lawrence J. Ryan involves 23 dates, upon which evidence was offered on all and comprises 89 transactions.

The case of Timothy F. Mulcahey involves 16 dates, upon which evidence was offered on 15 comprising 44 transactions.

"The number of transactions involved and the amount of evidence submitted on both sides entailed hearings of considerable length. The cases were presented carefully and ably by counsel for all parties.

"A substantial portion of the plaintiff's evidence was the testimony of checkers employed by it to ride the cars and verify or check the conductor's collection of fares. These checkers are or formerly were in the employ of a Philadelphia concern whose business in part is the furnishing of this service for the above purpose. With respect to all the transactions in each case where the evidence was restricted to the assertion of a single checker of fares held, and the denial of the conductor, I am not satisfied that the plaintiff has sustained the burden of proof. The rule of proof in civil actions therefore disposes of many of the transactions and leaves for consideration only those transactions where there is sustaining data in the way of reliable corroborative testimony, original notes, verification of the day cards of the conductors and an examination of transfers. Such evidence I find with respect to certain transactions in the cases against Timothy B. McCarthy and Lawrence J. Ryan only. The absence of transfer registers in the cars leaves the proof in some transactions in doubt, and upon them plaintiff has not sustained burden of proof.

"I am of the opinion and find in the case against Timothy B. McCarthy that the com-

pany has proved the collection of 11 cash fares and that Mr. McCarthy has not accounted therefor to the company.

"I am of the opinion and find in the case against Lawrence J. Ryan that the company has proved the collection of 52 cash fares and that Mr. Ryan has not accounted therefor to the company.

"The case against Timothy F. Mulcahey fails."

(Signed) W. HALL,  
Justice Superior Court.

### LIFE.

I live for those who love me,  
Whose hearts are kind and true,  
For the heaven that smiles above me,  
And awaits my spirit, too;  
For all human ties that bind me,  
For the task my God assigned me,  
For the bright hopes left behind me,  
And the good that I can do.

I live to learn their story,  
Who suffered for my sake,  
To emulate their glory,  
And follow in their wake;  
Bards, patriots, martyrs, sages,  
The noble of all ages,

Whose deeds crown history's pages,  
And time's great volume make.

I live to hold communion  
With all that is divine,  
To feel there is a union  
'Twixt nature's heart and mine;  
To profit by affliction,  
Reap truths from fields of fiction,  
Grow wiser from conviction,  
And fulfill each grand design.

I live to hail that season  
By gifted minds foretold,  
When man shall live by reason,  
And not alone by gold;  
When man to man united,  
And every wrong thing righted,  
The whole world shall be lighted  
As Eden was of old.

I live for those who love me,  
For those who know me true,  
For the heaven that smiles above me,  
And awaits my spirit, too;  
For the cause that lacks assistance,  
For the wrong that needs resistance,  
For the future in the distance,  
And the good that I can do.

—G. Linnaeus Banks.

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Traveling cards, each .....	.05
Division financial book, 100 pages .....	1.50
Division financial book, 200 pages .....	2.50
Division financial book, 400 pages .....	4.25
Triplicate report books, each .....	2.00
Constitutions, in lots of 100 or more,	
per 100 .....	4.00
Constitutions, in lots of less than 100,	
each .....	.05
Financial secretary's order book on	
treasurer, each .....	.25
Treasurer's receipt book .....	.25



Association badges, rolled gold, each ..	.50
Association badges, solid gold, each ..	1.00
Cuts of official seal, for use on printed	
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Gilt seals, per 100 .....	.50

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Detroit delegation in attendance at the 14th Convention of the Amalgamated Association held at Rochester, N. Y., Sept. 13-20, 1915. Reading from left to right they are:  
 Standing—Delegates Abe Goldwater, Jno. T. Brannigan, Jno. McGregor, Grover Phillips, Archie D. Black, Thos. Daley, Carey D. Feguson.  
 Sitting—Convention Secretary R. L. Reeves, Convention Chairman W. D. Mahon, Delegate Stanley Anderson and son, International Treasurer Rezin Orr.

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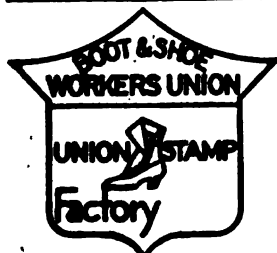
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CHAS. L. BLAINE, Sec. Treas.

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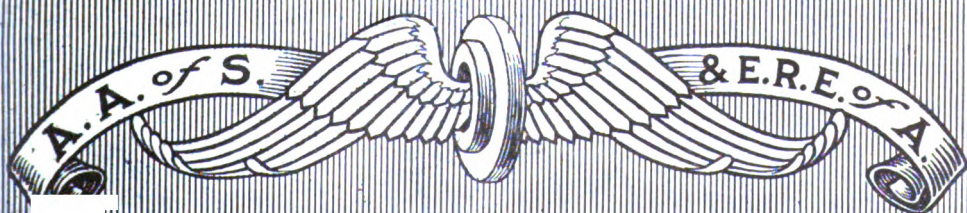
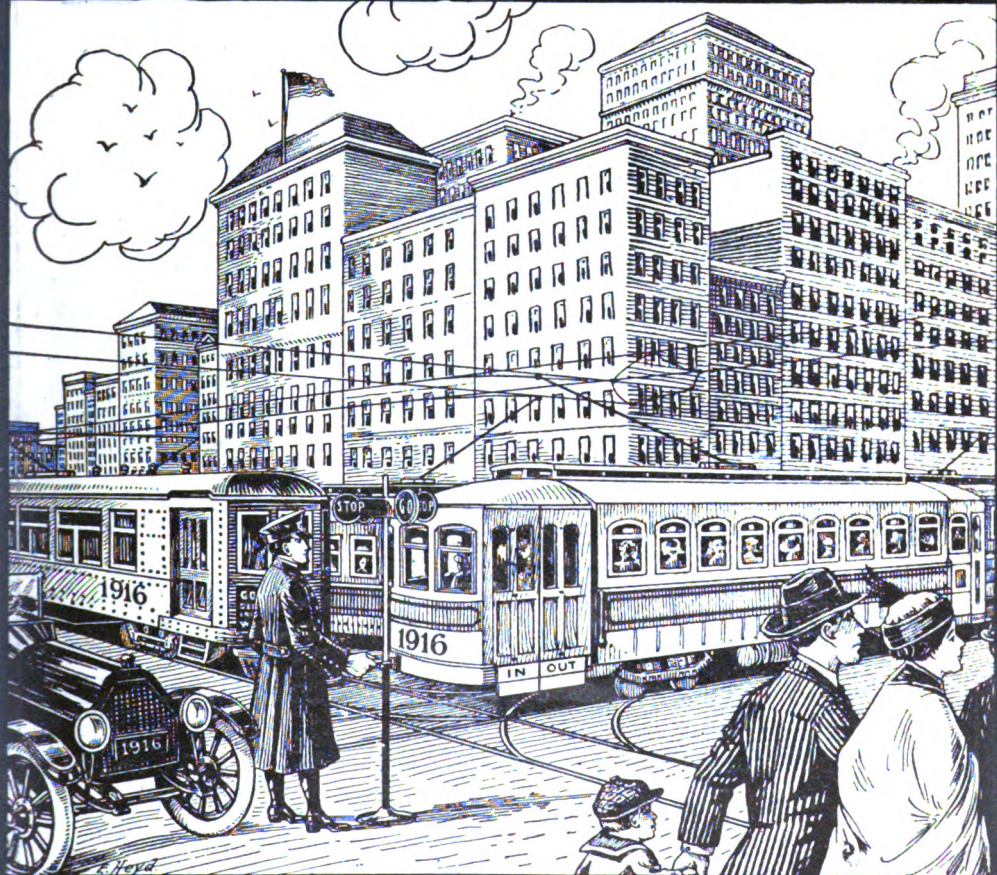


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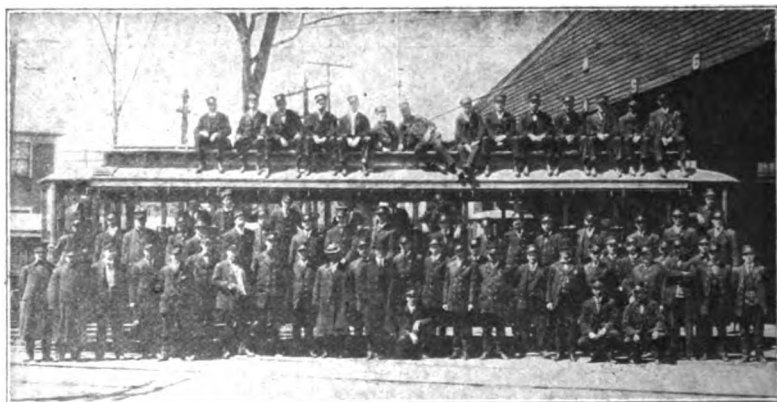
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FEBRUARY

# The Motorman and Conductor



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of Trolley Boys  
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# The Motorman and Conductor

VOL. XXIV,

DETROIT, MICHIGAN, FEBRUARY, 1916

No. 3



**INT. VICE-PRES. BEN BOWBEER.**

**Div. No. 192, Oakland, Cal.**



**INT. VICE-PRES. GEORGE A. DEAN.**

**Div. No. 276, Stockton, Cal.**

Above is a representation of Seventh Int. Vice-Pres. Ben Bowbeer. Vice-Pres. Bowbeer has the unique distinction of having been twice elected an International officer without ever having been an attendant as a delegate or otherwise at an International Convention. At the Salt Lake City Convention, held in September, 1913, the Convention deemed it expedient to place an International Vice-President upon the Pacific Coast. This was due in a great measure to the failing health of G. E. B. Member Richard Cornelius. Brother Bowbeer of Div. No. 192 was strongly recommended for the position by the western delegates and was elected. His re-election at the Rochester Convention last September was due to the reputation he had established in his devotion to the principles of the Association. He became a member of the Association by affiliation with the Oakland local in July, 1902. During the course of his membership he has identified himself as an active spirit with a singleness of purpose to contribute to those influences beneficial to the health and progress of the trade union movement.

The new member upon the International official roster of the Amalgamated Association of Street and Electric Railway Employes of America, elected at the Rochester Convention, is Tenth International Vice-President George A. Dean, whose picture is given above. Brother Dean is a member of Div. No. 276, Stockton, Cal., which local he served for many terms as president. For years Brother Dean has been an active spirit in the Stockton trade union movement and is at present secretary of the Stockton Central Trades and Labor Council. During the active official life of G. E. B. Member Richard Cornelius, Brother Dean was one of his close associates. He has the advantage of wide experience in the labor movement, in which he has characterized himself as an ardent devotee and exponent. Brother Dean served in several International conventions of the Association as a delegate representing his local and was one of the sergeants-at-arms of the late Rochester Convention.



## THE WAR ATTITUDE OF THE TRADE UNIONISTS OF GREAT BRITAIN.

Address of British Trades and Labor Congress Delegate E. Bevin Before the Recent Thirty-fifth Annual Convention of the American Federation of Labor.

Much has been printed in this country relative to what most of the American daily newspapers would have the public to believe to be an arrogant and obstructive attitude of the British trades unionists in respect to the European war. The true position of the British trades unionists is made clear by Delegate Bevin in his address and when their attitude is well understood the British workers will have the fullest accord and sympathy of everybody in America except those interested in profit and prospective profit through the manufacture and sale of armament and munitions of war.

Delegate Bevin's address is as follows:

"Whenever one talks of the consequences of the war or what is happening during the war, the only thing which rises uppermost is what is the best way to end the war in order that peace may be re-established.

"The great issue—and it will arise in this country if ever you are faced with a great war, and if I may use a vulgarism, one never knows the future or your luck—the problem is that as labor grows stronger so its responsibilities get greater, and the very strength of our movement in Britain calls from the Trade Union Congress and from the representatives of labor the exercise of the greatest responsibility that any labor movement has ever been called upon to exercise since its inception, as you will realize from the figures given by my friend Ammon, representing, as it does, 4,000,000 out of a population of 44,000,000.

"When the Parliamentary Committee of the Trade Union Congress, the Federation Executive of the Labor Party and the Management Board of General Trade Unions, which now constitute the Joint Labor Board for the old country, was convened, representing this mass of humanity and further representing 96 per cent of the men who would have to do the fighting, I ask you to imagine the serious and terrible responsibility that had to be exercised in that conference room before they decided to support the Government.

"What was the position prior to this outbreak? I want to say to you, as American trade unionists, that we were coolly and deliberately planning, for the perfection of a large organization, in order that we could come to death grips with the great social problems of the old country. We had nearly completed our plans; and in spite of the war we have since completed an arrangement between the miners and railwaymen and general transport workers of Great Britain, in order to avoid long starvation strikes and at the same time be such a power in our country that those great

problems which are the result of feudalism and the heritage of despotism, and after great problems arising from capitalism should be grappled with. We were tired of seeing the shoeless children; we were tired of seeing the maimed miner; we were tired of seeing the mutilated railroad man; we were tired of seeing children in the mills at the early age of thirteen. We were tired of all these things, and if the politicians would not legislate we determined to perfect our organization, and that compulsion should be behind legislation.

"The aggregation of capital is growing, and it has grown even stronger, I believe, in the old country than it has in your country, because of the international character of our trade. The huge shipping federation with all its millions—the American Federation of Labor knows what that means, and so does Andrew Furuseth, because I venture to suggest that the great opposition to the Seamen's Act of America is inspired by that great shipping federation—that shipping federation is organized throughout the whole world, and is only one of the great capitalist organizations to contend with.

"And then in the great London strike, and in the great miners' struggle of 1912, when the whole resources of the State was behind the employers, we came to the conclusion that the only way to grapple with these great social problems was by backing our demand by the strongest industrial force that the human mind could conceive. Then again, in spite of all that, in spite of all the opposition, we had accomplished something. Previous fraternal delegates must have told you of the advance we had made in the recognition of labor in the old country. We had made secure our position from the point of view of picketing under the Trades Dispute Act; we had enacted the old age pension scheme, national health insurance scheme, etc.; we had brought pressure to bear to improve the legislation associated with working people in our factories; we were beginning to grapple with the maimed and mutilated motherhood of our country; and let me say that this is the greatest crime of all civilization in my opinion; the greatest crime of capitalism in general is that it is so soulless, so inhuman, so long as it can wrench profit, so long as the dollars can be wrenched from the human body, whether it is a mother whose maternity has to be wrecked, who has to be made a physical ruin, whose child can be taken from school to labor, or the son denied a decent chance in life, everything within that sordid capitalist world has to be sacrificed to the wrenching from the human the highest point of production to render value to increase the dividend and profit. These are the things that were beside us when we came to that great decision to support the Government. We had to choose.

"We thought of all our work; we thought of all our plans, and then another realization came—we may have been wrong in



our deductions, but it was not the foreign policy of England that decided the labor movement, and I would like to say this in Berlin as well as in San Francisco, it was not that; it was not that we agreed that all the diplomats had done was right—no. We felt that at last the thing that the German Social Democrats themselves had told us was the great fight of the future had come. We found the fight which we thought would have been fought out between German labor and the German Junker party in their own country had enthralled us. It became a clash of institutions. We felt it was a clash between domination of militarism and the democracy of our own country; and friends, let me say with all sincerity, that that was the basis of the decision of the labor movement to support the war, because of that clash of institutions—it was this and this alone which led to the decision.

"Then we determined to save the economic situation and we made up our minds to this quite decidedly, that if famine came we would share with the rest of the community; if our sea communication was cut off, we would tell our working people that we would share with the rest of the community, but while our seas were open, while food was in the country, we would maintain the standard of living; we said you shall not use this war to lower the standard of life which it has taken centuries to build up.

"Friends, in every country there is the vulture class. You must have them in America. Human instinct does not exist in that class; they have become so sordid that nothing appeals to them. I mean the man who says, 'Here is a war, I can become a millionaire, grovel, you dogs, in the dust.' Patriotism to them is in a speech upon a platform and looking for political honor. Patriotism with us means not merely love of country; I want to say that many years ago I decided that my patriotism should be love of class, which, I think, is a much higher patriotism. However, we had this vulture class. They immediately began to rob the women and children of the very men who had gone to fight; we had to fight them, but they were strong; they were strong in the nation; they were strong in the State Department. In order to stop their machinations and their exploitations, the labor movement had to come to the rescue.

"In spite of the great financial stress of England at the present moment the labor movement has increased the cost per soldier from £100 per annum to £250 per annum; that means an increased allowance to his wife and children, an increase in the food of the soldiers and improvements in his clothing, better equipment that is being brought about to make his life as comfortable as possible, that is an increase from £100 to £250 per head per annum of those now under arms, and we don't regret it. I would double it if I could. If kings and nations are to have war, the more expensive that war is the less they will have of

it. I want you to appreciate that. One gentleman in talking of conscription—a man who had fought us very bitterly in the transport trade—said: 'If we only had conscription in Britain we could save so many millions per year.'

"War then would merely be a pastime for them. They would be home while the other fellow was getting killed. The labor leaders told Premier Asquith, 'If you will take over the means of living and prevent an increase in the cost of living we will not ask you for an increase of wages.' He failed to accept our offer. We determined to maintain that standard of living that we had prior to the war while anyone else was making a cent out of the war.

"I think our policy is right, and it is just, and it is in accord with the best traditions of our movement.

"And that is the reason of the great South Wales strike. When the cabinet minister went down to settle the strike he gave the miners what they asked for before the strike commenced. The sensible politician would have given it at first and thus avoided the strike, because if it was just and fair after the strike, it was just as just before the strike commenced.

"You know what they thought? They thought because the men were out fighting, because the trenches were filled with miners from South Wales, because the minds of the men were filled with the suffering, loss and death and rapine of war, that they would be able to trade upon that fact and make their profits and keep the men in the mine.

"The miners have worked loyally and honorably since their concessions have been granted. I am very pleased, friends, the men took the attitude they did, because there was a time not many years ago when the employers would have succeeded, but they cannot succeed now.

"The man who is making money out of the war is being regarded in the old country as a man only fit to be socially ostracized. People shun him. In the old days it would have been, 'He is a clever man; my word, he was smart,' and he would have been made a peer, but today, and it is the greatest hope of the world when the great mass of humanity begins to look upon the so-called upper classes, as my friend Tillett says, the dirty classes—because they never wash themselves and have to hire us to do it for them—when the so-called upper classes are socially ostracized, when it is felt and felt quite seriously that a man's money is made by robbing the little children of the man who is fighting in the trenches.

"Another thing that has become known as a result of this war was the tremendous power and influence of the great international armament ring. Pardon me, Mr. Chairman, for interfering with your politics, but when I have been reading your papers the articles are so much like those we read that it seems almost as if they were written by the same man. However, that

armament ring was international in character. The British ring was represented upon the Krupp directorate and the Krupp directorate was represented on the British ring. The shots that were made and fired in the Dardanelles and sunk our ships were made by British capital in Turkey. I said I wanted to tear the mask off, and I want to do it. It has a bearing on the whole of the working class movement. If you will read the diplomatic utterances of all the nations there is not a particle of evidence to show that either nation tried to get the grasp of the trouble; but all of them were arguing 'if you support this country will you refrain from supporting that country?' And the diplomacy of Europe for the last fifteen years has been the manipulation of balances to satisfy the ambition of kings, and I am sure that the people of Europe will soon have to choose between the despotism of kings and the triumph of democracy.

"The seeds of war are sown in courts; the policy is then developed by the financier and the great productive concerns, diplomats being their tools, and you cannot go on making fireworks without you let some of them off. And these works are so distributed all over the world. In spite of the war, the value of the human has been recognized, the concept of the wonderful value of the human form. The people are beginning to realize that the loss of limb, the destruction of brain, cannot be replaced by science. Science cannot replace an eye, cannot make a finger or produce one drop of blood in this greatest piece of mechanism of all nature.

"The genius of labor is also being recognized and conceded by the greater mass of the people of the world. As I crossed your Rockies I thought of the wonderful development of labor, how it had burrowed into the bowels of the earth to bring forth the mineral, bridged the mighty chasms, pursued the stars and conquered the air, mastered the elements and harnessed the forces of nature for its uses and pleasures. No king or court has ever rendered to civilization one tithe of the service the early pioneer family rendered in crossing to this Pacific coast. The pioneers, objects of our admiration, who after all were rebels of the old world, who battled against wrongs and were buffeted and beaten and left for other shores to realize their dreams; your very beautiful cities, whose order in planning commands the attention of every visitor is the result of dreaming of these very pioneers, many of whom perished on that great trek. If I may, I will repeat the statement of my friend Tillett again, which he made to the Oxford professors: 'Not any of the professors who have ever lived have done so much for civilization as the old navy with his shovel.'

"Now I come to the last Trades Union Congress at Bristol. The great problem before it was the policy to pursue in regard to the war. I will only say that it decided, in spite of the sacrifice and the terrible

cost, having regard for the institutions at stake, that the war must be won. The edifice which has taken centuries to erect, that has meant such terrible struggles on the part of our predecessors, that meant going to jail and even to death to win, that freedom of the old country, were all challenged by military autocracy. I am convinced that if it was only the land and property of Europe that was at stake and no principle was involved, it would not be worth the sacrifice that is being exacted, while no king in Europe was worth the sacrifice of a single life. I appeal to you to allow your imagination to realize what that cost means in human life. Lord Loreburn stated that the loss in killed and maimed in Europe was 15,000,000. In order to bring it vividly before your mind, imagine the population of New York wiped out three consecutive times.

"The next point at issue in that Congress was the question of conscription. Our position on the matter of conscription was clear. The privileges and regulations the trade unions had given up in the interests of their country—and you, friends, know what it means to the trade unions to allow the lower class of labor to be brought into the higher grades of industry—meant that the result of a century of struggle had been given away in the interest of the nation. The giving up of that, I say, is equal to the land owner giving his land, the financier his money, the railway director his railway, the mine owner his mine; and if national service has to be given the national resources must also go into the communal melting pot. If the country is in danger, then property is in danger; if property is to be saved from a foreign foe, then it has to be saved at the expense of the lives of the people; and we have decided that they shall not conscript our bodies unless they conscript every form of national asset within those islands.

"The problems rising out of war and that will arise at the conclusion of the war are of very serious moment to the labor movement of the world. I hope you people in America will keep out of the war. And may God grant that this Federation may be the golden bridge over the welter of blood now flowing in Europe on which democracy can meet. You are the only great country in the western civilization not in the war. Your Federation has tremendous opportunities. When the time comes to discuss peace, when diplomats meet, national aspirations will have to be considered. You cannot impose a form of government upon a people by external force that is likely to be endurable. Ireland has proven that. We have tried to rule Ireland for a hundred years by coercion, by pressure in all forms, but Ireland fights on for her freedom. The Poles are in a similar position. The subject nations of Europe contain the seeds of revolt which burst forth every now and then against external force; and I am convinced that if you recognize the individuality of peoples the United States of Europe can be made an accomplished fact.

"Remember, my friends, that every effort will be made to exploit the weak and even use him against the strong. Our business in the trade union movement is to help the weak to become strong, protecting ourselves and not allowing him to be used against us. I note that you had an assessment to assist in the organization of women. Why did you do it? Because you recognized that woman was a competitive factor. You want to make her strong in organization, not only for her own sake, but for the sake of your industrial position as well. The same thing must happen to the weaker races; you must help them with all the power of your organization to become strong within their own borders in order that their economic development may be hastened and their competition lessened.

"I will conclude by giving to you the fraternal greetings from a country whose heart is bleeding, whose homes are desolated; from the women whose boys are gone, whose husbands have said good-bye for the last time; from the child who calls for 'daddy,' only to see the empty chair; from the woman whose travail is in anguish—I bring you fraternal greetings from all these, and express the hope that this war may be the last, that democracy may triumph and the peoples of the world may develop that great God-given life; it is theirs.

"Men there are who tell us that war is a biological necessity. To such a man I say, 'You are one too many on this earth; go and shoot yourself!' Of what use, if that doctrine is accepted, is the great human mind? Man is an educative animal, he has the power, as I said before, to conquer the forces of nature, and there is no finality to the possibilities of the human mind.

"As I passed through your great country, I thought of its tremendous space, and that even then it was only a particle of the great globe, much of it unoccupied, and I was satisfied that Old Mother Earth from her bosom is able to feed and clothe all the human family. Decay will bring sufficient death to regulate the population without extermination by one another. There is room for all people to dwell in peace and plenty if her resources are organized and developed. Therefore, in spite of the black cloud overhanging the world and the apparent mockery of speaking of the International, when the war cloud has passed the people at conflict will begin to develop a greater freedom, rid of the military octopus which has held them down, and even yet I believe that the brotherhood of man will not be a mere platitude of the platform, but will be an achievement of the forces of labor."

### A MASSACHUSETTS COMPULSORY ARBITRATION BILL.

A bill has been presented in the Massachusetts State Senate which, if enacted, would provide compulsory investigation and arbitration of labor disputes between public service companies and employees. It

is not likely that the bill will pass. It is known as Senate Bill No. 263. The bill accompanied the petition of one John W. Haigis, whatever interest he may have. It is prepared along the line of the Canadian Industrial Disputes Act and applies to street railways and public utilities within the state in general. It goes farther, however, than the Canadian act, clothing the investigating board constituted under the act with not only mandatory authority in procuring evidence and citing attendance of witnesses and the presentation of documents, but it further provides that the finding resultant from the investigation, if approved by the state board of arbitration, shall be binding upon both parties to the controversy and provides a penalty for violation of the award.

No one can question the right of a community or government, state or municipal, to make an investigation of any affair in which the public has an interest, subject to being affected by the controversy. It would seem not within the province of public policy for any element to a controversy to be in a position to restrain the public from such an investigation. But there is a wide difference between compulsory investigation and compulsory arbitration.

The trade union movement will not stand for the enactment or operation of any law that applies any restraint to the right to strike. Due to the inequality between a public service employing corporation and the employees, it is clear that any law applying to labor and a regulation of labor is more apt to inconvenience and interfere with labor than with the employing corporation. The only institution through which labor can obtain the semblance of independence is organization. Laws regulating labor have a tendency to lessen the alertness of the wage earner in respect to protecting his interests, and the moment that there is a laxity on his part, the law becomes ineffective insofar as the conservation of his interests is concerned. In one direction, without organization the company can easily control representation of labor's interest.

The difference between labor and capital in the relation of the two is the dependent condition that labor finds itself in. Labor is not a commodity and capital is. It is this condition that has inspired labor to organize, from the fact that by the best and long reasoning, labor has found that it can obtain justice only through united effort from organization. If this course of reasoning is true, and the strongest position labor can effect for itself is organization, then certainly labor does not want any legislation that will regulate or restrict its functions as an organized body. Laws that labor is seeking are those of relief, not of restraint.

The proposed Massachusetts compulsory arbitration law is not at all inviting to labor. In fact, it should meet labor's concerted opposition.

# The Motorman and Conductor

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PUBLISHED BY THE ASSOCIATION  
Monthly

W. D. MAHON, President



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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

Street railway companies can well take a pointer from the Des Moines, Iowa, company, extracts from the accepted franchise of which appear in another column. Organized labor was respected by being given a hand in the construction of the franchise. It pays in the long run.

The General Executive Board was called to order in regular semi-annual meeting at headquarters, 104 East High Street, Detroit, Mich., Monday, February 14, 1916, at 10 o'clock a. m., by Chairman John H. Reardon. Sessions will continue until the work of the meeting is completed.

Daily papers of New Bedford, Mass., give prominence to the "munificence" of the New Bedford street railway company, wherein the company "voluntarily" pays the premium upon life insurance for its employees during their term of employment. It is a sort of "blanket" arrangement between the two companies. The policy ranges from a thousand dollars maximum to a minimum in proportion to service term in employment. Were it not for the double espionage the system invites, there might some merit attach, even in the face of the fact that the company expects it to work harm to the employees' association. But the average employe can not be fooled and would much prefer the company would distribute the expense of its "welfare munificence" among the employes in the shape of increased wages and permit them to control their own "welfare."

Generally, upon unionized systems, the "jitney" competition has disappeared. The most effective method of disposing of this annoyance has been through the central unions. Every local of this Association is required to affiliate with local Central Trades and Labor Councils. The object of these central federations is mutual self-protection. It is the place where our local should take such grievances as the "jitney" competition and in every instance where it has been done and been followed up by appeals to locals and the trade unionists, relief has resulted. Where the competition still continues, the best course to pursue is for representatives of our locals to visit other local unions and place the case squarely before them and thus enlist the assistance of every unionist in the city. The case is parallel with that of the Cigarmakers, Boot and Shoe Workers, Printers and all other label trades. The effect of a cigarmaker, hat maker, printer or any other trade union member riding in a "jitney" where street car men are organized is identical with buying non-union made cigars, wearing scab shoes, patronizing rat print shops and employing scab carpenters and bricklayers. But the fact must be called to the attention of other craft unions and members. Show them that the "jitney" means less jobs for union men and lessens the possibility of more desirable wages for union men. It is sure to have the desired effect. Send out delegations to visit other unions. It is business and the easiest and most effective way to meet the proposition.

## JANUARY WORK OF INTERNATIONAL OFFICERS.

International President W. D. Mahon within the month of January granted charters for the affiliation of Divs. Nos. 687, San Francisco, Cal., organized by Vice-Presidents Dean and Browbeer; 688, Newport, R. I., organized from members of Div. No. 174, Fall River, Mass.; 689, (secret); 690, Fitchburg, Mass., organized by G. E. B. Chairman John H. Reardon; 691, Springfield, Mo., organized by State F. of L. President R. T. Wood, and 692, Hartford, Conn., organized by the executive officers of Div. No. 425. Aside from attending to the general executive duties of the International Association, the International President, as chairman of a committee of the Association for the purpose, arranged for and assisted in conducting a conference with a like committee of the Brotherhood of Locomotive Engineers. The object of this conference was to effect a mutual understanding between the two organizations relative to jurisdiction upon interurban service work. In connection with this the B. of L. E., under the assumption of the possibility of conversion of steam to electric roads, has taken a position that it should extend its membership to embrace motormen of interurban systems of electric railways extending 25 miles from municipalities. Endeavoring to pursue this course of extension, the B. of L. E. has in several instances attempted to trespass upon the jurisdiction of the Amalgamated Association. Following the course of the convention of the B. of L. E. in appointing a committee to confer with a like committee from the Amalgamated Association in a conference for adjustment of the jurisdictional dispute, the conference was held in Chicago. Associated with the International President upon this committee were G. E. B. Members Wm. B. Fitzgerald and Edw. McMorrow, International Vice-President P. J. O'Brien and Brothers Lester B. Brownell of Div. No. 304, Glens Falls, N. Y.; John J. McLaughlin of Div. No. 132, Troy, N. Y., and T. E. Sundstrom of Div. No. 215, Wheaton, Ill. A full report of this conference appeared in the January issue of the M. & C.

International Vice-President W. F. Welch during January had supervision of the Tarantum, Pa., strike, involving the members of Div. No. 528. At the close of the month the strike continued without material change.

International Vice-President W. F. Welch is confined to his home in Wheeling, W. Va., suffering from a severe attack of rheumatism.

International Vice President George Keenan in January was required to give more or less of his attention to the situation upon the Empire United Railway line at Auburn and Syracuse, N. Y. At Syra-

cuse he assisted G. E. B. Member Fitzgerald in arbitration work in the presentation of a case involving the interest of a member of the Syracuse local employed on the Empire United system. Decision in the case was pending at the close of the month.

International Vice-President P. J. O'Brien in January assisted Div. No. 673, New Bedford, Mass., upon agreement work and had under his supervision matters of grievance for arbitration in the interests of Divs. Nos. 503, Haverhill, Mass.; 595, Salem, N. H., and 620, Framingham, Mass. These cases were pending at the close of the month. He also associated with International President W. D. Mahon as a representative of the Association in a conference with the B. of L. E., held in Chicago, Ill., and heretofore reported.

Vice-President Ben Bowbeer in January instituted Div. No. 687, embracing the maintenance department employes of the San Francisco municipal lines. He was assisted in organizing work by Vice-President Dean. He also assisted Div. No. 518, San Francisco, Cal., in advisement relative to an election dispute.

International Vice-President Fred A. Hoover during January assisted in conducting arbitration cases in the interest of Div. No. 569, Edmonton, Alta. One of the cases involved the question of reinstatement of President W. H. Clarke of the Division. Brother Clarke and others were reinstated and the chairman of the arbitration board recommended that an agreement be effected between the management of the system and the local to govern the question of seniority for the future. Other work done by Vice-President Hoover was in the interest of Div. No. 583, Calgary, Alta.

International Treasurer Rezin Orr gave attention to the construction work of the rental building being erected on the rear of the Association property at 104 East High street, Detroit. All contracts were completed and the construction was pushed as rapidly as the weather would permit throughout the month of January. The work was continuing at the close of the month.

G. E. B. Chairman John H. Reardon in January organized Div. No. 690, Fitchburg, Mass. He also assisted Div. No. 618, Providence, R. I., in adjustment of a dispute relative to the application of the minimum wage rate award applying to extra men. He rendered assistance to the Bay State locals in a dispute relative to overtime pay for trackmen and attended meetings and installed the officers of Divs. Nos. 448, Springfield, and 589, Boston, Mass. He assisted the new Fitchburg local upon agreement work, attended a meeting of Div. No. 280, Lowell, Mass., and assisted Div. No. 652, Brookfield, Mass., in adjustment of a case of dismissal. At the close of the month

the arbitration case in the interest of Div. No. 537, Holyoke, Mass., was pending.

G. E. B. Member Fred Fay continues confined at Barrington, R. I., where late reports indicate slight improvement in his condition.

G. E. B. Member Edw. McMorrow reports matters adjusted in the interest of Div. No. 228, Joliet, Ill. He also attended a meeting of Div. No. 416, Peoria, Ill., from which local he renders a gratifying report. He associated with International President Mahon as a member of the conference committee in the conference with the B. of L. E. in Chicago, Ill., and was later dispatched to Cincinnati, Ohio, where at the close of the month he was assisting Div. No. 627 upon agreement work, and also upon a case for reinstatement.

G. E. B. Member Magnus Sinclair in January was dispatched to Albany, N. Y., from where an appeal had been made charging irregularity in the recent election of officers by that local. He was successful in effecting an adjustment.

G. E. B. Member Wm. B. Fitzgerald in January assisted Div. No. 148, Albany, N. Y., in the adjustment of a case of suspension of a member for defective eyesight. After an examination the case was mutually adjusted. He associated with the International President as a member of the committee upon the B. of L. E. dispute in a conference held in Chicago with that organization and was later returned to Syracuse, N. Y., where he conducted the arbitration case in the interest of a member of Div. No. 580 who had been dismissed from the service of the Empire United Railway. The case was pending at the close of the month.

G. E. B. Member P. J. Shea during January continued in charge of the strike of Div. No. 164, Wilkes-Barre, Pa. At the close of the month a decision was pending upon application for injunction made by the company. The case for damages directed against the members of the local and Board Member Shea was deferred to March. The strike was unchanged at the close of the month.

G. E. B. Member J. C. Colgan was dispatched from Fort Wayne, Ind., to Cleveland, Ohio. At Fort Wayne he left the affairs of Div. No. 682, locked out, in the hands of A. of L. Organizer Clayton H. Johnson. At Cleveland he found the situation to be that relative to a motorman upon the Akron, Bedford and Cleveland line, who refused to become a member of the Cleveland local. Board Member Colgan and the committee outlined a procedure to care for the case. From Cleveland he was dispatched to Indianapolis, where he advised with the local officers in reference to the company officials trying to inject

a religious issue among the members. He reports the situation promising in the interest of the local. He then went to Cleveland, where he associated with a committee in conference with the B. of L. E. and President O'Connell of the metal trades upon jurisdiction questions. From there he was dispatched to Springfield, Mo., where he found that President Wood of the Missouri State Federation of Labor had organized Div. No. 692 at that point. At the close of the month he was assisting the newly instituted local upon agreement work.

## STRIKES AND LOCKOUTS.

For some four months the Amalgamated Association has been involved in three strikes and lockouts that seem most persistent.

Div. No. 528, Tarentum, Pa., the first of the three locals at present involved, declared a strike Aug. 18, 1915. The purpose was to enforce recognition of the right of employes to collective bargaining. The company refused to recognize the organization in any way and refused to enter any agreement or increase wages as required by a committee of the local, and used every means possible to discourage the employes from continuance of membership in the Association. In fact, the company tried to enforce individual contracts. This strike is now in its seventh month, and the men seem as insistent as at the beginning. The company continues obdurate. The company has alienated any right to consideration on part of the people, its former patrons, in that it has ignored the sense and judgment of the people as advanced on various occasions to adjust the controversy. The company tells the Tarentum public that it will run its own business, and that the public has no right to interfere. It has maintained this arrogant attitude, and the people are as bitter against the company as are its striking employes. This company has lost thousands of dollars. It is a part, however, of a large system upon which the general management has been successful in denying the employes any right to take part in the adjustment of their working conditions and wages. The strike on the Tarentum lines of the company goes on.

The second local of the Association involved is Div. No. 682, Fort Wayne, Ind., that declared the existence of a lockout Sept. 27 last, and is now in its fifth month of the struggle. A very like situation exists in Fort Wayne as exists in Tarentum. Late reports from A. F. of L. Organizer Clayton H. Johnson, who is directing the interests of Div. No. 682, are encouraging, in that there is no lack of interest and purpose on the part of the locked out men. The trade union movement in Fort Wayne declares the situation to be one in which the labor movement will not recede from its insistence that the company shall grant the right to employes to organize.

Div. No. 164, Wilkes-Barre, Pa., on the 4th of February have been out four months. This local is involved in injunction proceedings. The company, in a petition for an injunction, has set up a claim of \$200,000 damages. At last reports the injunction to restrain the striking employees from interfering with the company by picketing, etc., had been heard and was pending decision. The matter of the \$200,000 damage claim, which was heretofore reported dropped, has been deferred thirty days. This situation is under the direction of G. E. B. Member P. J. Shea. In this case there is little need of picketing or persuasion to deprive the company from patronage. It is within the anthracite coal district of Pennsylvania, where the community is thoroughly organized, and the company is up against a contest with the entire community in which it is attempting to do business.

International President W. D. Mahon has issued the Annual Association Wage Bulletin, showing the wage rates existing Jan. 1st, 1916, to the members of 199 local divisions of the Association. A copy will be mailed to the Secretary of each local and will prove a convenient wage reference.

Someone has been caught in the attempt to put through the Massachusetts legislature a law to permit the operation of electric railway cars by "one man." Mr. Chas. A. Ufford is the petitioner. But Div. No. 589 happens to be in Boston these days and such attempts don't escape. The danger of operation of one-man cars is too apparent.

# APPRECIABLE CARD OF THANKS TO THE AMALGAMATED ASSOCIATION.

The recent Rochester Convention, in memory of late Brother William French of Div. No. 238, Lynn, Mass., adopted resolutions commemorative of the high esteem in which he was regarded by the Amalgamated Association in his life as an ardent worker in the cause. These resolutions were forwarded to Mrs. French and were also published in the M. and C. In response, in her gratitude for the expression of the Association through the convention, she submits to the Association a communication as follows:

125 Beacon Hill Ave., Lynn, Mass.

To the Members of the Amalgamated Association of Street and Electric Railway Employees of America:

Dear Sirs:—I wish to thank you very much for the consideration and thoughtfulness shown in memory of my late deceased husband, William French, who was for years up to and at the time of his death a member of the Lynn, Mass., local of the Association, as shown by the resolutions adopted at the recent Rochester Convention, a copy of which I have received and which I was pleased to see reproduced in the official journal, the Motorman and Conductor. It is much comfort to me to know of the esteem in which he was held, and I feel grateful that his services were so sincerely appreciated. It is unnecessary for me to say that I knew him to be sincerely interested in the affairs of the Association.

Pardon me for this late reply. I am just recovering from a severe illness or should have written sooner.

Gratefully yours,

MARY A. FRENCH.

January 29, 1916.

Disbursements from the Death and Disability Fund during the month of January, 1916, were made to beneficiaries on death claims as follows:

Mrs. Margaret Ryan, beneficiary, death claim of Patrick J. Ryan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, gastric ulcer with operation—shock and hemorrhage.....	\$800.00
Mrs. Alice Donnelly, beneficiary, death claim of Joseph J. Donnelly, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis...	100.00
Mrs. Charles Meyers, beneficiary, death claim of Chas. Meyers, deceased, late member of Div. No. 490, Yonkers, N. Y.; cause, pulmonary tuberculosis....	600.00
Mrs. Elmira P. Green, beneficiary, death claim of Thomas A. Green, deceased, late member of Div. No. 265, San Jose, Cal.; cause, prostatic hypertrophy.....	800.00
Frederick Woerner, beneficiary, death claim of Harry Woerner, deceased, late member of Div. No. 241, Chicago, Ill.; cause, organic heart disease.....	800.00
Mrs. Mary Shaw, beneficiary, death claim of Fletcher Shaw, deceased, late member of Div. No. 184, New Westminster, B. C.; cause, heart failure...	500.00
A. H. Crumley, financial secretary of Div. No. 108, for beneficiaries, death claim of I. N. Porter, deceased, late member of Div. No. 103, Wheeling, W. Va.; cause, accidentally falling into flywheel of boat.....	800.00
Etta Hunter, beneficiary, death claim of Melvin Hunter, deceased, late member of Div. No. 28, Detroit, Mich.; cause, meningitis.....	500.00
Mrs. Ellen Lennon, beneficiary, death claim of John Lennon, deceased, late member of Div. No. 241, Chicago, Ill.; cause, organic heart disease.....	600.00
Mrs. Amanda S. Gunn, beneficiary, death claim of Isaac K. Gunn, deceased late member of Div. No. 477, Philadelphia, Pa.; cause, heart disease.....	600.00
V. F. Cope, financial secretary of Div. No. 98, for funeral and tombstone expenses, death claim of Sam Hendricks, deceased, late member of Div. No. 98, Akron, Ohio; cause, struck by an automobile, fracturing his right tibia and fibula and various other injuries	150.00
Mrs. Henry Pickartz, beneficiary, death claim of H. B. Pickartz, deceased, late member of Div. No. 308, Chicago, Ill.; cause, organic heart disease.....	150.00
Margaret MacLeod, beneficiary, death claim of Donald MacLeod, deceased, late member of Div. No. 448, Springfield, Mass.; cause, tuberculosis.....	100.00
Mrs. Annie Morrissey, beneficiary, death claim of John Morrissey, deceased, late member of Div. No. 589, Boston, Mass.; cause, pneumonia.....	250.00
Margaret Rogers, beneficiary, death claim of Fred F. Rogers, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, lobar pneumonia and cerebrospinal complications.....	150.00
Mary Cavin Manning, beneficiary, death claim of Daniel Manning, deceased, late member of Div. No. 448, Springfield, Mass.; cause, pneumonia.....	250.00
Mrs. Louise Palmer, beneficiary, death claim of James H. Palmer, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, Bright's disease...	100.00
Mrs. Selma Bockstahler, beneficiary, death claim of Louis L. Bockstahler, deceased, late member of Div. No. 241, Chicago, Ill.; cause, accident—shock and injuries from collision of cars...	800.00
Mrs. F. H. Bishop, beneficiary, death claim of F. H. Bishop, deceased, late member of Div. No. 618, Providence.	



R. I.; cause, homicide — shock and hemorrhage from blows and gun-shot wounds .....	150.00
Mrs. Walter Wall, beneficiary, death claim of Walter Wall, deceased, late member of Div. No. 418, Providence, R. I.; cause, pneumonia.....	150.00
Miss Mary Slattery, beneficiary, death claim of Edward J. Slattery, deceased, late member of Div. No. 618, Providence, R. I.; cause, probable heart disease .....	150.00
Ida M. Adams, beneficiary, death claim of Martin I. Adams, deceased, late member of Div. No. 589, Boston, Mass.; cause, pneumonia.....	250.00
Hannah Foley, beneficiary, death claim of Dennis J. Foley, deceased, late member of Div. No. 589, Boston, Mass.; cause, tuberculosis and chronic nephritis .....	250.00
Eleanor E. Moore, beneficiary, death claim of Charles E. Moore, deceased, late member of Div. No. 589, Boston, Mass.; cause, lobar pneumonia.....	250.00
Mrs. Amanda Franken, beneficiary, death claim of John Franken, deceased, late member of Div. No. 241, Chicago, Ill.; cause, paralysis and cirrhosis of liver .....	150.00
Mrs. Mary Tully, beneficiary, death claim of William P. Tully, deceased, late member of Div. No. 241, Chicago, Ill.; cause, heart failure.....	100.00
Mrs. Jeremiah Cronin, beneficiary, death claim of Fred A. Heinrich, deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia.....	100.00
Mrs. Anna H. Falderman, beneficiary, death claim of Frank G. Falderman, deceased, late member of Div. No. 645, Indianapolis, Ind.; cause, chronic meningo-encephalitis .....	150.00
W. M. Rea, financial secretary of Div. No. 268, for beneficiaries, death claim of Fred M. Couch, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, pulmonary tuberculosis.....	250.00
Frank M. Haight, financial secretary of Div. No. 490, for funeral expenses, death claim of Wm. Curran, deceased, late member of Div. No. 490, Yonkers, N. Y.; cause, delirium tremens.....	100.00
Mrs. E. W. Leonard, beneficiary, death claim of E. W. Leonard, deceased, late member of Div. No. 235, Brockton, Mass.; cause, hardening of the arteries and heart disease.....	800.00
Mrs. Amelia Becker, beneficiary, death claim of F. A. Becker, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, pulmonary tuberculosis..	150.00
Mrs. Margaret Clark, beneficiary, death claim of Joseph Clark, deceased, late member of Div. No. 241, Chicago, Ill.; cause, acute dilatation of stomach....	700.00
James St. Clair Burris, beneficiary, death claim of Eugene Burris, deceased, late member of Div. No. 285, Steubenville, Ohio; cause, cancer of bladder .....	800.00
Mrs. Fanny Robbins, beneficiary, death claim of Lawrence Robbins, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, chronic aortic valvular endocarditis .....	600.00
Mrs. Albert Balke, beneficiary, death claim of A. Balke, deceased, late member of Div. No. 303, Chicago, Ill.; cause, lobar pneumonia.....	800.00
Mrs. Alice Mary Brown, beneficiary, death claim of Clayton H. Brown, deceased, late member of Div. No. 425, Hartford, Conn.; cause, intestinal obstruction .....	400.00
Mary E. Gillen, beneficiary, death claim of Lawrence R. Gillen, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, cardiac hypertrophy and mitral regurgitation .....	100.00
Albert Wm. Carroll, financial secretary of Div. No. 358, for beneficiary, death claim of Edward A. Dietrich, deceased, late member of Div. No. 358, Cumberland, Md.; cause, mitral regurgitation .....	400.00
W. F. Mitchell, beneficiary, death claim of L. E. Mitchell, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, pulmonary tuberculosis..	500.00
Mrs. Emmie Kummerow, beneficiary, death claim of Gustav Kummerow, deceased, late member of Div. No. 241, Chicago, Ill.; cause, sepsis, due to injuries received from being crushed between two cars.....	150.00
Mrs. Minnie Bauer, beneficiary, death claim of Albert Bauer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, septic infection, following injuries caused by being accidentally knocked down by own automobile....	300.00
Mrs. Catherine Rowe, beneficiary, death claim of Albert Rowe, deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia.....	300.00
W. S. McClenathan, executor of will for beneficiaries, death claim of D. D. Thurber, deceased, late member of Div. No. 308, Chicago, Ill.; cause, dropsy and intestinal hemorrhage....	300.00
W. S. McClenathan, secretary-treasurer of Div. No. 308, for executor of will for beneficiaries, death claim of J. H. Taylor, deceased, late member of Div. No. 308, Chicago, Ill.; cause, lobar pneumonia .....	300.00
Ina Hennessy, beneficiary, death claim of Edward W. Hennessy, deceased, late member of Div. No. 589, Boston, Mass.; cause, carbolic acid poisoning, accidental .....	150.00
Esther I. M. Jones, beneficiary, death claim of Joseph N. Jones, deceased, late member of Div. No. 589, Boston, Mass.; cause, nephritis and valvular heart disease .....	250.00
Mrs. Mary Donovan, beneficiary, death claim of Daniel Donovan, deceased, late member of Div. No. 600, Waltham, Mass.; cause, nephritis.....	250.00
Frances Moran, beneficiary, death claim of Matthew J. Moran, deceased, late member of Div. No. 600, Waltham, Mass.; cause, pneumonia.....	250.00
Redmond McGrath, Sr., beneficiary, death claim of Redmond McGrath, deceased, late member of Div. No. 280, Lowell, Mass.; cause, pulmonary tuberculosis .....	100.00
Bridget Dunne, beneficiary, death claim of Richard Dunne, deceased, late member of Div. No. 416, Peoria, Ill.; cause, accident, causing both limbs to be mangled .....	300.00
Joseph E. White, financial secretary of Div. No. 589, for beneficiary, death claim of William Alexander Murray, deceased, late member of Div. No. 589, Edmonton, Alberta; cause, pneumonia .....	250.00
Mrs. Joseph A. Schneider, beneficiary, death claim of Joseph A. Schneider, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, tuberculosis..	500.00
Mrs. Effie E. Barnum, beneficiary, death claim of Wm. B. Barnum, deceased, late member of Div. No. 192, Oakland, Cal.; cause, lobar pneumonia.....	300.00
Mrs. Mary McNerney, beneficiary, death claim of Michael J. McNerney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, sepsis, diabetes, mellitus and gangrene of leg.....	300.00
Total .....	\$22,850.00

## CARD OF THANKS.

"Steubenville, O., Jan. 21, 1916.

"To Div. No. 285, A. A. of S. and E. R. E. of A.:

"Gentlemen:—

"We wish to thank the members of Div. No. 285 for their kindness to us during the sickness and at the death of our father, Mr. Eugene Burris. Your committee also rendered valuable assistance and we thank the Inter-

International Association for the prompt payment of the death benefit, which was sincerely appreciated.

"Very truly yours,  
JAMES BURRIS AND FAMILY."

### IN MEMORIAM.

By Div. No. 600, Waltham, Mass.

Whereas, In view of the loss we have sustained in the decease of our friend and brother, Martin A. Goerke, and of the still greater loss sustained by those who were dearer and dearer to him, and

Whereas, It is but a just tribute to the memory of the departed to say that in his removal from our midst, we mourn for one who was in every way worthy of our respect and regard. He became a member of our local in September, 1912, and was always loyal to his every obligation. Therefore, be it

Resolved, That this sincere testimonial of our sympathy and sorrow be forwarded to the family of our deceased brother. We sincerely condole with the family of the deceased on account of the great affliction which Almighty God, in His infinite wisdom, has seen fit to inflict upon them. Knowing full well, however, that they will find consolation in him who orders all things for the best, and who is always just and merciful, we hereby resolve that this local has lost one of its best members and the community an honest, upright man.

Jan. 7, 1916.

WILLIAM T. EGAN,  
ALFRED P. McLAIN.

By Div. No. 215 Wheaton, Ill.

Whereas, It has pleased our Heavenly Father to take from us our beloved brother, Robert G. Stack, known among his fellow workers as a man of fine characteristics, and a loyal member of this local No. 215 of the A. A. of S. & E. R. E. of A., and

Whereas, We deem some public expression of our regard for our departed brother incumbent upon us; therefore, be it

Resolved, That as a tribute to the memory of our late brother, we drape our charter for a period of thirty days, a copy of these resolutions to be spread on the minutes of the Division, a copy sent to his family and to each of our official journals.

Jan. 18, 1916.

WM. FRAZER,  
V. W. MEYER, Com.

By Div. No. 235, Campello, Mass.

Whereas, The Almighty Hand has been stretched forth and taken from our midst our beloved brother, Edward Walter Leonard, and bowing as we must to the power of the unseen Hand, though our feelings may be such that to restrain them seems an impossibility and restraint in any form, to us ignorant humans, seems unjust and but a subterfuge by which our bleeding hearts are torn from us and trampled in the dust by posterity.

Whereas, We who have learned the duty which we owe to friends and country, and to pardon foe, such are the ones to exemplify the life of our late brother.

Whereas, We extend to the dear ones left behind, our sincere sympathy. Be it

Resolved, That our Charter shall be draped for thirty days; that a copy of these resolutions be forwarded to our official Journal, The Motorman and Conductor, and spread upon the records of this local, Division No. 235.

P. F. SHEEHAN, E. W. HAYWARD,

J. C. MACOMBER, H. F. LORING,

LUTHER LONG,

Dec. 28, 1915. Committee on Resolution.

By Div. 517, Gary, Indiana.

Whereas, Our Heavenly Father, in His infinite wisdom has taken suddenly from our

midst our beloved brother, J. Willis Wicker-sham, and

Whereas, Our late brother was a true and faithful member of the Association, a genial associate, devoted to his duty as an employe and was one whose life might well be emulated; therefore, be it

Resolved, That we the members of Div. No. 517, of the Amalgamated Association of Street and Electric Railway Employes of America, extend to the bereaved family and friends our heartfelt sympathy and assure them that our grief is only second to theirs. Be it further

Resolved, That these resolutions be entered upon the minutes of the proceedings of this Division Association; that they be published in our official journal and that a copy be transmitted to the family.

Resolved, That as a token of respect we drape our charter for a period of thirty days.

S. B. WARD,  
J. H. ARNOLD,  
R. S. BERLIN,

Committee.

Jan. 26, 1916.

By Div. No. 416, Peoria, Ill.

WHEREAS, Almighty God in His infinite wisdom and power has seen fit to take from our midst our most esteemed and faithful brother Richard Dunn, and as we humbly bow to the will of our Ruler, we sincerely mourn the deceased, whose untimely death has caused us to reflect upon his manliness and his generous and cheerful disposition, which gained for him a host of friends.

RESOLVED, That we, the members of the Amalgamated Association of Street and Electric Railway Employes of America extend to the bereaved family our sincere sympathy in their hour of sorrow; and be it further

RESOLVED, That these resolutions be entered upon the records of this Division; that a copy be sent to the bereaved family, and a copy be sent to the Motorman and Conductor for publication.

Div. No. 416,

Feb. 2. Attest, FRED W. NEVILLE, C. S.

By Div. No. 628, Covington, Ky.

WHEREAS, Almighty God has seen fit to suddenly remove from our midst our beloved brother James Thomas, who was ever patient and efficient in the discharge of his duties, and

WHEREAS, As we bow in humble submission to the call of the Divine Ruler we feel that our expressions of sympathy may soften the grief of the dear friends and brothers left behind, therefore be it

RESOLVED, That our charter be draped for a period of thirty days, that a copy of these resolutions be sent to the Motorman and Conductor and the Northern Kentucky Messenger for publication, and spread on the minutes of our association.

C. CLINE, President.

PAUL K. PECK, Rec. Secy.

Jan. 20, 1916.

By Div. No. 103, Wheeling, W. Va.

Whereas, The members of Div. No. 103, Amalgamated Association of Street & Electric Railway Employes of America, have been brother, Chas. Draher, who was a faithful member of Local Div. No. 103, and

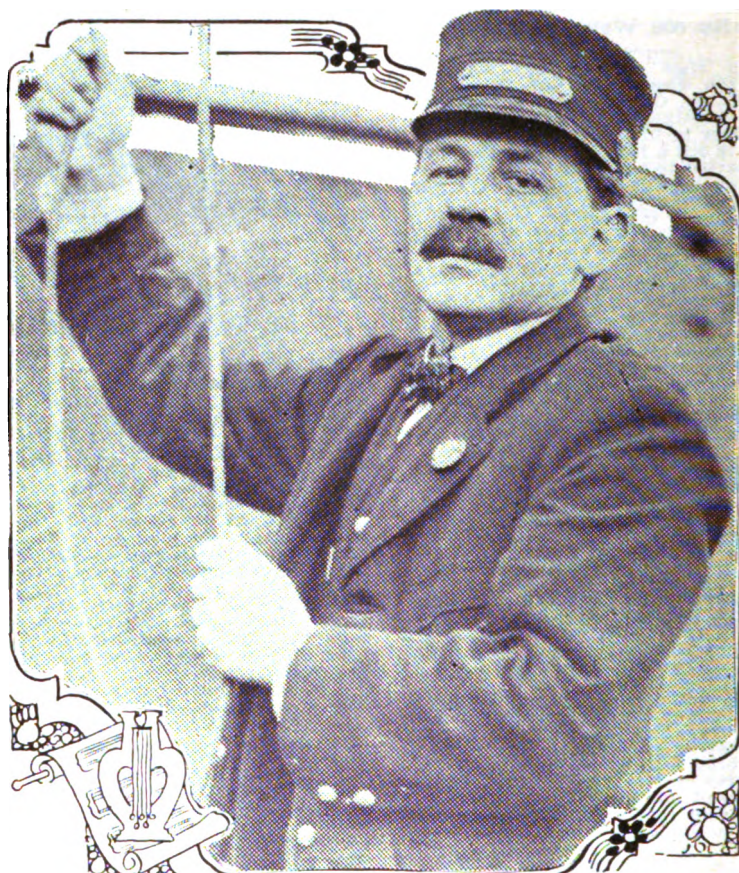
Whereas, Our deceased brother was an efficient workman whose pleasing personality and kindly words endeared him to all with whom he came in contact; therefore, be it

Resolved, That we extend our heartfelt sympathy to the bereaved widow and children, spread these resolutions on the minutes of our Division and cause them to be published in the Motorman & Conductor.

C. E. BARTLEBAUGH,  
O. M. SMITH,  
N. R. BELL,

Committee on Resolutions.

Dec 28, 1915



**BRO. ARMIN ERDMANN, DIV. No. 627, CINCINNATI, O.**

The General Office is in receipt of copies of a song entitled "While the Sun is Sinking in the Golden West," the words and music of which were composed by Brother Armin Erdmann, whose picture appears above and who is a charter member of Div. No. 627, Cincinnati, O. Brother Erdman has already built a reputation in Cincinnati as an entertainer by song and is in quite demand as such in various social circles. The music to his new production is pronounced by critics exceptionally fine and wholly original. The production will be on the market, but any desiring a copy would do well to write the author, address Armin Erdmann, 1728 Fairfax avenue, Walnut Hills, Cincinnati, O.

#### A FINANCIAL SUCCESS.

**Trenton, N. J.**—Div. No. 564 held its regular meeting Jan. 27. The following officers were installed: President, Thaddeus Burns; Vice-President, Jos. Madeley; Recording Secretary, H. R. Stradling; Financial Secretary, J. F. McCarthy; Executive Board, John Burns, Joseph Webster, Harry Stradling, John F. McCarthy; Day Warden, Daniel W. Bilger; Night Warden, Jos. Feo; Day Sentinel, E. Halsy; Night Sentinel, Wm. Ryan; Day Conductor, Geo. Mauz; Night Conductor, Wm. Hensor.

Our annual ball was very successful financially. We wish to thank the members of the ball committee for their work and all others who aided the committee.

Bros. Jos. Feo, Warren Vandergrift and Owen Clayton are on the sick list.

J. McC.

#### OFFICERS INSTALLED.

**Sacramento, Cal.**—At the meeting of Div. No. 258 held Jan. 12, members reported sick were Bros. Davis, S. C. Stephens and Geourd. Bro. Geourd sustained serious injuries to his spine in an accident. Bro. Stephens was injured by a fall.

Bros. Slater and Saunders' cases were referred to the executive board with an expression that they should be reinstated. They were dismissed on trivial charges after 15 and 10 years' service respectively.

Past President Hockduffer installed the newly elected officers as follows: President, Robert Titherington; Vice-President, J. Burns; Secretary-Treasurer, H. L. Mott; Executive Board, H. Davis, S. P. Stevens, W. Carlson, Frank Maxwell and Walter Bond.

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## INSTALL SHORTER SERVICE DAY.

**Augusta, Ga.**—The members of No. 577 are now enjoying the nine hour work day, and they all feel much improved. In my next contribution I will tell how many jobs were opened to the unemployed by installing the shorter service day here.

New applications to the Division means more fresh meat, so you new men will be good members. The old men stood the test of strikes and now we must strike some one while they reap what we have won.

Owing to the nine hour work day local No. 577 will hold meetings at 5 o'clock in the afternoons of the second and fourth Tuesdays in each month. You don't have to wake up to come to the meeting now, brothers.

In a short time Div. No. 577 will give an oyster dinner and we expect to have an all-day good time. Best of all, the Division has voted not to allow any speech-making on the occasion.

The recording secretary will receive pay for his services from now on. He is also correspondent and if the M. & C. don't publish his notes then he will lose his position. Stand by me, Bro. Editor, and I'll stand by you.

At the last meeting new officers installed were: Pres., J. S. McKinney; Vice-Pres., A. D. Sheppard; Rec. Sec. and Cor., E. F. Toole; Fin. Sec. and Treas., C. McDaniel; Con., C. C. Caldwell; Warden, J. C. Bell; Sen., M. Cook; Rep. to Augusta Federation of Trades, E. F. Toole; C. McDaniel, S. L. Gay, J. M. Holland and R. N. Ball; executive board, J. A. Chavel, T. B. Johnson, C. J. Ellenberg, G. M. Seisler, A. D. Sheppard.

While in Columbus attending the Georgia Federation last April the street car men of that place seemed very much inclined to organize. I have mailed them a copy of our new contract of 2c and 3c increase per hour. What will they now do? 577.

## CAUSE LOST A GOOD FRIEND.

**Bridgeport, Conn.**—The members of Division No. 459 express their regret over the sudden death of Bro. Joseph Mooney. Bro. Mooney had attained a high standard in unionism and by his death the cause has lost a good friend. He was one of the oldest members of the Division in the point of service.

Bro. Henry Nolan is the happiest man in the barn. After four hard years he succeeded in obtaining a day run. Henry is seen often at POKs in the evening as a result and after the show is steen strolling over the hill to the "Hollow." It is rumored that soon the bell will be ringing happy tones.

Howie Rickell is still a good friend of the boys and since the rush to the city of newcomers the trolleyman can help by sending a little trade his way.

Bro. Ben George, the largest man in the service and commonly known as "Big Ben," after ten years service in the barns as night foreman has taken up his former duties on the front end.

Bro. Wynn is seeking appointment to the fire department.

Bro. Patrick Dailey is looking for a position as patrolman. Every day he is trying out his walking ability in the direction of Nichols.

Bill Gray after three years on the front end has changed over to the rear and is collecting the "jits" like a regular. 4090.

## OFFICER MEETS ACCIDENTAL DEATH.

**Gary, Ind.**—New Year's day brought sadness to the members of Div. No. 517. Bro. J. Willis Wickersham, of La Porte, met almost instant death in an accident. He was 27 years of age at the time of his death and one of the best known and most popular employees of the Gary & Interurban R. R. Co. He was eight years in the service. He was a good worker in our organization and was an executive board member at the time of his death. He was first

elected to that position in March, 1912, and gave much time and good service to the association from that time until his untimely death. In life he was a most genial associate. The sympathy of our members is extended to his sorrowing relatives.

Bro. L. E. Payne is recovering nicely from injuries sustained in an accident.

Received a letter from the Ft. Wayne, Ind., local thanking us for a \$10 contribution. We wish good luck to the brothers at Ft. Wayne.

Bro. C. E. Mains has recovered from sickness.

Bros. A. J. Papke, John Shooter and R. S. Berlin have joined the benedicts.

The following were elected officers of Div. No. 517 for the ensuing year: John Resh, president; L. F. Maybaum, Vice-President; S. B. Ward, Financial Secretary; A. W. Stage, Recording Secretary; Walter Brown, Wm. Lawrence, C. E. Mains and R. S. Berlin, Executive Committee; H. D. Viant, Warden; Chas. Orndorff, Sentinel; R. S. Berlin, Correspondent to Motorman and Conductor; L. F. Maybaum and Wm. Lawrence, delegates to Lake County Trades and Labor Council. 517.

## RECORD FOR ATTENDANCE BROKEN.

**Eaton, Pa.**—At the last meeting of Div. No. 169 a committee was appointed to see the janitor before the next meeting about furnishing more chairs, as so many of our brothers had to stand.

Bro. C. Hawk has changed from conductor to motorman.

Bro. Johnson has been appointed executor of the Hockenbury Estate.

Bro. Harry Wilhelm was standing in the circle looking for Al. G. Fields' white elephant when last seen.

Chester wants a hair dye receipt.

Bro. C. Richard, Jr., has resigned to enter service on the N. J. Central.

Bro. John Donecker was reported improving. Bro. Al. Werkheiser, who had a leg broken in two places is at home again and improving. Bros. C. W. Olmstead and Harry Walters are again at work. Bro. Herbert Wertley is slightly improved. Such is the sick report.

Bros. Hatter, Styers, Case, Bickel and Smith were appointed as delegates to the C. L. Body for the ensuing year.

Leroy Murphy has the sympathy of the brothers in his late bereavement. The death of his son occurred Jan. 18.

All brothers sympathize with Bro. Lewis Allen in the recent death of his estimable wife. H. B. C.

## HAVE NEW AGREEMENT.

**Monessen, Pa.**—Div. No. 657 has consummated a new agreement with our employing company. With my next letter I will send a copy of the agreement.

Our local is doing fine. Our company has confessed that in the opinion of the management a union of the employees does not hurt them and that with the united co-operation of both things move along much better and more satisfactory. We are pleased that our record as union men has so impressed this corporation.

Bros. F. Krepps, E. W. Allman, H. Burkhardt, C. Farmer, George Harris and C. Collinett are on the sick list.

Bro. Thomas Underwood seems quite happy in the possession of a new girl, although it appears that he longed for a boy.

The stork recently left a son at the home of Brother and Mrs. Max Nesaumauer.

Our officers installed for the ensuing year are: President, Robert Callihan; Vice-President, Ellis Allman; Recording Secretary, Thomas Reed; Financial Secretary-Treasurer, George Mills; Executive Board, Robert Callihan, George Fulmer, Ira Deems, Steven Buchanan and Alfred Wildeman; Correspondent, Thomas Sims.

Bro. W. Krepps is detained from work on account of the illness of Mrs. Krepps. 657.

## CORRESPONDENT RETIRES.

Ottumwa, Iowa.—We are just now having lots of snow, cold weather and sweeper work here.

Bro. Jim Mallonee after a severe sickness is out again.

Our new office looks fine since we moved back after our recent fire. The club rooms fixed up by the employees are fine. We have a pool table, billiard table and plenty of card tables. You will find most of our members playing there when not at work. We appreciate the company's kindness in giving the room and furnishing the lights. The tables are kept up at small expense by the members.

We expect many new men in the spring, as well as some of the old ones quitting.

Bro. Rastus Hogue is back at work.

Most of the boys are satisfied with our new plan of throwing all runs open every six months.

Our extra men are getting lots of work.

Bro. Ira Smith has been working very steadily. Getting married has something to do with it.

This is my first correspondence to the Motorman and Conductor, and probably the last. Not because I dislike to serve the brothers but because I am about to move away from here. I can truthfully say I never mixed with a nicer bunch of fellow workers, always jolly and willing to help when help is needed. I wish many joys and happy blessings upon Local No. 198, and may they always be ready to do by others as they have by me.

C. A. N.

## OLD OFFICERS ELECTED.

Peoria, Ill.—The sincere sympathy of Div. No. 416 is extended to ex-President Dan Gorman. The death of his wife, Mrs. Maud Gorman, occurred Jan. 27. Information of her death caused a wave of sorrow among our members. There was no family in Peoria more popular among the street railway men than that of Bro. Dan Gorman. Bro. Gorman is one of our charter members and for years was the president and chief director of this local. We were led through our early trials by him and it is with sincere feeling that our members extend to him our heartfelt sympathy and condolence. Mrs. Gorman died at the St. Francis Hospital.

A bouncing baby boy has made his appearance in the home of Bro. and Mrs. Robert Hoyt. A like event has occurred at the home of Bro. and Mrs. E. L. Collier. Bro. Collier is one of our executive board members. Both families have our congratulations and best wishes.

At the recent election of Div. No. 416 old officers were re-elected, except one committeeman and corresponding secretary.

Robert Reice, foreman at the Main Street Car Barn, would be pleased to adopt a child. He has experienced a lonely life for years of watchful waiting.

COR.

## ATTENDANCE PLEASING.

Oswego, N. Y.—The regular meeting of Div. No. 631 was held Jan. 29. The attendance was pleasing. Our president spoke of the dark corners of our hall being filled with familiar faces. It costs us nothing to attend. He encoys our company. Let's be "50-50" with him in all his efforts. Three candidates were initiated and two applications accepted. Four are yet outside. Going some, eh? Our business agent is on the job every minute. Don't feel offended when our president compliments him upon his labors. Consult him in all your difficulties. His services are free. All he asks is plain facts. Study your working agreement. If you are wrong, admit it. If you are right, he will be glad to assist you.

Preparations are well under way for our annual dance to be held Feb. 24, 1,500 tickets have been ordered and mostly all sold. The

committee is willing to order as many more if we need them. They bear the union label.

Brothers, don't forget that Bro. Hank's greenhouses are located at Syracuse avenue and McDougal street. Sign over door reads "Visitors Are Always Welcome."

Bro. Newstead might get new "rods" in his joy wagon.

Bro. Long has permission to wear his hat in the "movies."

Conductors on the Erie line are turning in Bro. Smith's passes lately.

The snow fighting members of Div. 631 are much peeved over the prevailing weather.

Bro. Leanon enjoys his new run.

Bro. Sullivan, on the sick list, is improving.

Something extra at the next meeting.

J. O. C.

## A QUESTION.

Rochester, N. Y.—The affairs of Div. No. 282 are progressing harmoniously as between the company and our members.

We recently held our annual election. There were no contests other than for president and executive board members. Bro. William Ebner was elected president, succeeding retiring President John J. O'Dea. Three new executive board members are Bros. H. Young, V. Coyle and A. A. Stoddard. Business Agent J. J. O'Sullivan was re-elected without opposition. With President Ebner, one of the old war-horses of the early days, as a working mate to Business Agent O'Sullivan we look forward to a most successful period for the future.

Our joint agreement committee have started on the formulation of a new agreement. Representatives of the various locals are now conferring together, with a view of making a universal request so far as consistent.

We were pleased that our Providence sister local accepted our good advice and timely sympathy in so good spirit. Their proffer to "Doc" is appreciated by him if he is clear upon it. He has his hat in the ring already and will likely be in Providence, but there is a lingering vagueness in his mind relative to the "Cliff by the Sea." "Is it a cemetery?" he asks, "or an ancient depository for fallen dualists?"

The delegates to our recent International Convention will be interested to know that now Ontario Beach, where they enjoyed bathing privileges, has been taken into the city and bathing there hereafter will be done under city bathing regulations.

G. A. H.

## LABOR'S OPPORTUNITY FOR DEMONSTRATION.

Framingham, Mass.—Best wishes for a Happy and Prosperous New Year to all of the Amalgamated from the members of Div. No. 620.

Officers elected and installed for the ensuing year by Div. No. 620 are: Pres., W. C. Wright; Vice-Pres., A. A. Rugg; Rec. Sec., F. E. Fletcher; Fin. Sec., R. J. Feeley; Treas., A. D. Neale; Executive Board, P. J. Mooney, S. Livingston, T. M. Byrnes, G. Cantello, A. Willard, A. Albee, J. Ball; Early Warden, G. Marsh; Late Warden, M. J. Sling; Cor. Sec., F. E. Fletcher.

It was voted at our last meeting that every member donate one hour's pay to the Danbury Hatters, a good and worthy cause. This is an opportunity for those of organized labor to show their enemies the true fraternal feeling of the labor movement.

Bro. J. H. Parker has been re-elected representative to the general court.

Bro. Fletcher has been re-elected president of the Framingham C. L. U.

Bro. Garfield is confined to his bed from results of a recent accident.

Bro. Cole got his foot too near the fire and is using a cane.

Bro. Mascroft is to be married. Best wishes.

Bros. Snow and Livingston have their whiskers trimmed the De Luxe style.

The stage is all set for our cases that are up for arbitration



## OFFICERS' LIST CORRECTED.

**Salt Lake City, Utah.**—Sorrow and grief were brought to Bro. R. M. Lamont last month upon the sudden death of his wife. Heartfelt sympathy of the Division is extended to him.

Bro. Spears, dangerously ill and for several weeks on the sick list, is back at work much improved.

Bro. J. C. Johnson, confined at home with typhoid pneumonia, is reported much better.

Bro. C. E. Little, who was liked and admired by everyone who knew him for his good nature, friendly disposition, and kind and respectful manner, which was always the same when at leisure or in the performance of his duty on the car, will long be remembered by the members of Div. 332. His death occurred Jan. 9, due to spleen trouble, which had caused him much suffering for the last two years or more. The wife and children who survive him have the condolence of his many friends in this local.

At our last meeting in January, Bros. A. H. Taylor, A. O. White, C. D. Murphy and E. E. Simko were initiated to membership.

Bros. Overland and McDaniel are each proud owners of a new boy.

For the last month many have been getting lots of extra time on snow-sweepers. Some of the boys have already figured out a way to spend their surplus money, while the others say they need it.

Evidently we are to have another month of hard winter weather—possibly three. Bro. Si Thompson has taken 30 days and is now in California, his usual winter home.

A slight mistake was made in the report of last month in the names of three officers elected for 1916. Bro. Wright was elected Conductor, Ray Guiver Sentinel, and Dan Hartnett Warden. COR. 332.

## DONATE TO DANBURY HATTERS.

**Lowell, Mass.**—Div. No. 280 held her regular annual smoke-talk meeting Jan. 27, in honor of President Samuel Gompers' birthday. A collection of \$115 for the Danbury Hatters was made. Addresses were by Mayor James E. O'Donnell, Senator Marchand, G. E. B. Member John H. Reardon and President Crowley. Board Member Reardon also had the pleasure of making the presentation speech to President Crowley in which the latter was presented with a fine gold watch and chain on behalf of the members of the local. The gift was a surprise to President Crowley, but he was equal to the occasion and responded in a neat address. An excellent musical and literary program was enjoyed. A letter of regret was received from Congressman John Jacob Rogers. The committee who had the affair in charge was made up of Brothers O. H. Allen, Merrill Shaw, John Green and Alfred Hudson.

Brother Bill Cunliff was recently seen fishing through the ice at Head Park Skating Rink.

Baby carriages seem to have a strong fascination for Brother Shaw.

Best wishes are extended to our day starter and wife who were recently married.

Brothers Clark and Sadler were observed on a recent evening trailing Brother Bradley. 280.

## SIX IN CIVIC POSITIONS.

**Glen Falls, N. Y.**—Brother Lester Brownell has returned from Chicago, where he was one of the conferees in a conference between the Amalgamated Association and the B. of L. E. on a jurisdictional dispute. He reports that Chicago is a large city, but that through fear of steam roads being turned into electric motive power, the Brotherhood expects soon to lose employment as engineers and feels that must have in that organization the motormen of the Amalgamated Association. He reports that the question could easily be settled by the Amalgamated Association renouncing its obligation to motormen and refuse further to

take motormen into membership. Brother Brownell reports that the Amalgamated conferees, being mostly motormen, concluded it could not be done. Thus ended the conference.

This town is quite well represented in civic affairs by Amalgamated men. We have two members who are justices of the peace, two who are constables and two who are members of the board of elections.

Bro. Arthur Cool has a definition for the word "hobo."

Bro. Jos. Bingham has recovered from sickness and is again at work.

Bro. Bonehead Herrington has returned to the Blue Ribbon Club. We are glad to welcome him back. 304.

## INSTALLATION OF OFFICERS.

**Fall River, Mass.**—The following officers were installed by Div. No. 174: Pres., Frank O'Keefe; Vice-Pres., John Golden; Treas., M. F. Galvin; Fin. Sec., J. Malvey; Rec. Sec., James Fox; Cor., W. S. Ogden. A social session was held after installation. It was a unanimous vote to have permanent quarters for the local so those with time off for meals and can't go home would have a place to go.

Our agreement calls for excess time after twelve hours for regular men and after fourteen for spare men. Some spare men work overtime and do not enter time for the extra pay. What do they fear? Does it require nerve to ask for what is due? Do not those earning such money have no use for it? Or does it call for too much effort to make out the time? Is it not working for under wages? Think it over.

The members of Div. No. 174 of Newport have taken a charter of their own. From now on they will be members of Div. No. 336 of Newport. We wish them all happiness and prosperity. Bro. James Murphy will be their first president. Good luck to you, James.

Bro. Lloyd Wilbur died after a short illness. Bros. H. Manchester, Thos. Graham, Geo. Arnsow, R. Ainsworth, W. S. Ogden, V. Mulcahy, Chas. Navin, B. Desforages, are on the sick list, the warm weather got the gripe on them.

Bro. Ben White is to get spliced. Good luck Bennie. May your troubles be little ones. 174.

## ANNUAL BALL A SUCCESS.

**Springfield, Mass.**—Div. No. 433 installed officers on Jan. 8. They were: President, P. J. O'Brien; Vice-Pres., C. J. McMorrow; Rec. Sec., E. A. Raleigh; Fin. Sec., M. J. Hennessy; Treas., J. W. Walkinshaw; Cor. Sec., J. J. Griffin; Warden, V. J. Parsons; executive Board, P. J. O'Brien, C. J. McMorrow, E. A. Raleigh, M. J. Hennessy, J. W. Walkinshaw, J. J. Griffin, T. F. Garvey, B. L. Brown, J. Millerick, J. F. Hardie and R. F. Lovett.

Our tenth annual concert and ball on Jan. 14 proved a bigger success than any before, fully 4,000 people attended. G. E. B. Member J. H. Reardon, P. J. Rooney, of Div. No. 22, Worcester; Mayor Stacy, Pres. Wood of the Springfield Div., Supt. V. Fabian, Robert Cosgrove and Manager Flanders all took part in the grand march.

Bro. J. O. Train has opened a business for himself, selling mostly non-skid articles.

Jan. 25 we had one of the largest meetings we ever held. Let's hope future meetings will be still larger.

Bro. Burkley is recovering from an attack of malaria.

Bros. Reardon and Moran are being congratulated on being the proud father of two bouncing girls.

This has been a busy two months for Bros. McMorrow and Garvey on the sick list.

We are about to install a business agent. It is a new venture for us but we believe a local the size of ours should have such an officer. 443.

## STRAIGHTENING OUT AGREEMENT.

**Lowell, Mass.**—Div. No. 551, comprising the shop men, has installed officers for the year 1916 as follows: President, Edw. Sweeney; vice president, Andrew Malloy; recording secretary, Edw. Tucke, Jr.; financial secretary, John Flannery; treasurer, David Gilchrist; correspondent, Clyde Whitten; warden, Michael Fagan. Now, brothers, let's not expect everything from our officers, but let's attend the meetings and do our part. Our president, Brother Sweeney, will always be found at the wheel when wanted. You can rely upon that. So keep in line.

Our executive board is being kept quite busy straightening out our agreement so that there may be a clear understanding in respect to working conditions.

What has become of our tug-of-war team? Brother Joseph McCusker is seen occasionally on Meady Street.

New members are being added to Div. No. 551 each meeting night.

Many of our members were pleasurably entertained at a recent meeting of Div. No. 280, at which President Crowley of that local was presented with a token of appreciation which he greatly appreciated.

551.

## HAVE MUSIC COMPOSER.

**Cincinnati, O.**—At the meeting of Div. No. 627 held Jan. 6, 1916, the local installed officers and Brother Harry Smyth took the chair as the new president.

Brother Smyth takes the office of president of this local with the best wishes and loyal support of our entire Division and he will have plenty of work on his hands, as this is our agreement year. We expect to get increased wages and none the less satisfactory working conditions than we now enjoy.

General reports from other sections indicate an upward trend in prosperity. I will have something to say of prosperity in Cincinnati in my next letter.

With us we have a conductor on the Walnut Hills division who is a composer of music as well as a street-car conductor and who is a popular member of our local. His name is Armin Erdmann, address, 1728 Fairfax Avenue, Walnut Hills, Cincinnati, O. His latest production is a song, both the words and music of which Brother Erdmann is the author. It is entitled "While the Sun is Sinking in the Golden West." It is indeed a beautiful song and will prove to be a very popular piece. It is not an easy task to write music and Brother Erdmann is sincerely entitled to some reward for the construction of this beautiful piece. Any of our members in other cities can obtain this song by addressing the author, if it is not found on sale in the music stores.

L. J. 627.

## CAPABLE OFFICERS.

**Pueblo, Col.**—The regular monthly meeting of January of Div. No. 662 was held on the 11th at 2 a. m. Officers were installed as follows: Vice president, D. A. Spencer; recording secretary, Earl Kouns; financial secretary-treasurer, C. A. Turner; correspondent, Charles A. Foster; conductor, George W. Hough; warden, John Tully; sentinel, H. W. Hopwood; executive board, J. W. Biggs, A. E. Leach, John Tully, Alva Sefton, William Slagle; delegates to the Trades Assembly, J. W. Biggs, Charles G. Easterly, C. O. Nyberg, William Pitcock, R. E. Perkins and George P. Legler.

Brother J. W. Biggs and R. E. Perkins are on the sick list and were unable to be installed at our last meeting. President Easterly will hold over until Brother Biggs is able to be present for installation.

The retiring officers of Div. No. 662 are to be congratulated for the good work of the

past two years. Under their administration our conditions gradually improved and we sincerely hope that the new year will find the newly elected officers capable and backed by all members.

C. A. F.

## SHEEHAN VISITS LAWRENCE.

**Lawrence, Mass.**—Our last regular meeting was well attended. The Executive Board reported that seniority rating would prevail in our car house, as requested.

Bro. Jerry O'Grady will very soon take home a partner.

Bro. Whittmore expects to undergo an operation. Our sick list through January was the largest in the history of our local.

Our recent smoker talk and entertainment was enjoyed by all. Secretary P. F. Sheehan of the Joint Conference Board, installed the newly elected officers and gave a very interesting speech. Let's hope that our members will try and follow his good advice. If followed, our organization would be an endless success. Remember, Brothers it's easy to criticize, but do it at your meeting hall, not in the lobby and street corners. Following were selections of the entertainment: Songs by Frederick E. Keough, James McLaughlin, Wm. Reley; piano selections, Earnest Merrill; concertina solo, Thomas Manning; violin solo, John Hayes; sword dance, P. Walsh; song, Thomas Leonard; boxing bouts furnished by Bros. Wagner and Young, Collins and John Brooks, Wickey and Partlow, Buddy Nolan and Hap Scanlon; nine-round draw by Bros. Edward Lydick and Bobbie Taylor; French recitation, Joe Boardman; and comic stories by Bro. Lydick. Refreshments were served at 3 p. m. and midnight. Committee—Jesse Hey, C. G. Simonson, James Hoyle, Ed. Barker, James McLaughlin and Russel Edwards.

## ENJOYED CHRISTMAS FESTIVITIES.

**Kankakee, Ill.**—Officers installed by Div. No. 611 for 1916 are: President, J. Murry; vice president, A. Bryan; recording secretary, J. Robbins; financial secretary, George Clark; treasurer, J. Columbe; warden, T. Dandurand; sentinel, W. Luckey; conductor, W. Dalton.

A Christmas tree and banquet was a feature of the holiday season with Div. No. 611. It was a most enjoyable occasion and credit is due to our ladies. The tree was beautifully trimmed and illuminated and handsome presents were distributed. The spread consisted of a chicken supper with all of the good things to eat that goes with such an event. Everybody was grateful to the promoters.

Sickness keeps our sick committee quite busy these days. Those on the sick list at present, but recovering, are Brothers Bryan and wife and Mrs. Clark. Brother Dandurand is recovering from a sprained ankle and those who have recovered are Brothers Murry and Ralston.

COR.

## MAKE THE BEST OF IT.

**Waterbury, Conn.**—Div. No. 570 reports progress.

Let's take the advice of our president and keep our business to ourselves and in our meeting hall. Let's try this for a year and see how it works out.

Bro. Milton S. Coniff is on the sick list. Congratulations and best wishes to Bro. John and Mrs. Holmes who were recently married.

Soap and towels and our equipment in the loafing room is now complete. We have the sink.

Let's keep up the attendance of our installation meeting. This is the year for improvement. Let's make the best of it.

COR.



## TROUBLE HAS PASSED.

**Joliet, Ill.**—The auditors of Div. No. 228 report as follows: Members in good standing Jan. 1, 1915, 173; initiated during the year, 10; reinstated, 1; suspended and withdrawn, 21; died, 3; total Dec. 31, 1915, 160. Cash balance Jan. 1, 1915, \$638.29; interest, \$15.60; other income, \$3,051.45; expenditures, \$2,573.03; balance Dec. 31, 1915, \$1,116.71. Arbitration fund collected, \$1,075; expenses to date, \$715.08; balance, \$359.92. Savings account, \$531.98; checking account, \$172.06.

The trouble that threatened this local some time ago seems to have passed away. G. E. B. Member Edw. McMorrow stepped in by invitation and accompanied by our executive committee, held a conference with Mr. Blackhall, general manager, which resulted in a settlement approved at the following special meeting. We believe there is now a better understanding and a more friendly spirit exists between the management and the men. Bro. McMorrow did a great deal to bring peace between the company and employees and to cement a real brotherhood in this Division. We heartily appreciate his efforts in our behalf.

Bro. George Richards is in Hot Springs for his health.

Don't run ahead of time, boys. It is neither beneficial to the men or to the company to have cars standing at the end of the line overtime. Passengers are noticing this and have expressed surprise. Besides the extra cars employed as helpers during busy times may be withdrawn. Exercise a little caution.

Bro. John Hay has returned to work improved, but with a slight limp.

Bro. N. D. Johnson, on the sick list, is reported improving.

A fine, healthy baby boy has put in his appearance at the home of Brother and Mrs. Charles Louts. 228.

## SICKNESS RESULTING FROM UNUSUAL WEATHER.

**Victoria, B. C.**—On Christmas eve Bro. Geo. Wood's wife left home with her two children and had only crossed the road when an auto came along at such a pace that she just had time to step back to lift the little boy out of the way when they were both knocked down. Mrs. Wood was injured so severely that she died within a few hours. The driver of the auto actually passed on. Only for the fact that his headlight was knocked off by the collision he would never have been found out. He is now out on bonds awaiting trial. Bro. Wood has entered suit for damages. The sympathy of the whole Division goes out to him in his terrible loss. Up to the present the little boy is progressing favorably.

An accident on Bro. Hunt's car resulted in the dismissal of Bro. Hunt and the new conductor working with him. Bro. Hunt left town. The management was good enough to reconsider the case of the conductor's appeal by the executive committee and he is now back at work.

The very severe weather which has just struck our city is so unusual that our sick list is a very long one, about 20 being confined to their homes unable to work. This makes it very hard for the remainder, as our extra list was not any too large before and now it is practically impossible to get off at all. We are hoping our normal weather will return as some are badly in need of a rest.

Bros. W. H. Gibson and J. Richardson have returned from the convention of the B. C. Federation of Labor held in Vancouver. Delegate W. Munn was prevented from attending owing to his mother dying two days before the convention. The two important questions before the convention were the Workmen's Compensation Act which is to come up in the next session of the Provincial Government, and the six day a week law which we consider ought to be in force. We expect to hear from our delegates at the next meeting. It is to be hoped that our next meeting will be well attended.

## CONDUCTOR RECEIVES FAVORABLE MENTION.

**Akron, O.**—Div. No. 98 is flourishing financially. It speaks for the efficiency of the management of our present officers and there were heavy drains for sick benefits during the past year.

The la grippe epidemic struck us as well as other parts of the country. All victims, however, are recovering.

Bro. C. D. Pyers is now running a milk route for his health as well as his purse.

Bro. Pete Brannon, who has served 17 years at the controller, has retired from the service.

Your city should not take those trippers away from the Barberton men. Then, perhaps, some of the city regulars can be relieved of trippers.

Polliteness is a virtue, precious and not to be bought. Some Akron conductors are possessed of this most excellent trait and have received therefor favorable mention in the society columns of our daily papers. Among those lately so distinguished is Bro. L. R. Coffman of the Loop line.

Ten runs have been added to the Main and Market line owing to increased traffic.

Many new men are now breaking in. Don't forget to sow a little union seed along the way. 98.

## LABOR FORWARD MOVEMENT.

**Des Moines, Iowa.**—Members of Div. No. 441 turned out 150 strong at the day meeting Jan. 24.

Brother Knott, who was at Rochester, Minn., for treatment, has returned slightly improved.

New members of our executive board are Brothers Dowd and Shutt.

Brother Davis has the sincere sympathy of the local in the recent death of his estimable wife and babe.

We are preparing for submission of a proposed new wage scale to our company.

This local enacted to prohibit smoking in the hall during meetings. While smoking is not seriously offensive to most of us, it is repulsive to some and to prohibit it is not a serious restriction on the smoker.

Brother Leonard, member of our city council, was with us at our last meeting and gave a talk that was most interesting and particularly instructive to the newer members. Brother Leonard will get our unanimous support for re-election.

The eight-hour service day is worthy of being the goal of labor. It is conducive to health.

Brother J. B. Wiley has received a check for \$500 for the beneficiaries of Brother Mitchell. This was the International benefit and it is an illustration of the benefit and protection of organization to labor.

The service time of our hour runs has been cut down. This will establish seven new runs and create employment for fourteen more men, besides the added extra work.

Remember the Beatrice Creamery (Gold Metal Brand butter) is still on the unfair list.

Get your union label stickers from Brother C. I. Reid and use them on your grocery and coal orders.

We are under the impression that Brother Wiley should be reimbursed his fees for membership in the Chamber of Commerce. There are several reasons. We have received benefit from it. Think it over.

Labor Forward Movement April 3 to 15, under the auspices of the Trades Assembly. Let us not be in the least behind in assisting in this Labor Forward Movement. In fact it is our movement. It is up to us to see that the trade union movement is numerically stronger at the end of the period.

It is with sincere regret that we chronicle the death of Mrs. Lucas, the estimable wife of Brother D. Lucas, who has the sincere sympathy of the local. COR.

## TO REDUCE JITNEY COMPETITION.

**Salem, Mass.**—The last two meetings of Div. No. 246 were well attended with promise of continuance of good meetings.

There is much non-union goods on the market. We are asked to insist on the union label. The union label protects us against scab, sweatshop and prison labor. It is assurance that our purchases are made by clean hands and under fair conditions.

One of the best methods of giving the jitney busses a jolt is to make our means of transportation as acceptable and pleasurable as possible. This is accomplished only by our courtesy and our endeavor to show the people that ours is the best transportation. Just let us bear in mind our duty to the patrons of the road. By this means and through the mutual obligation within the trade union movement, the jitney competition should be reduced to a minimum.

Brothers Jas. J. Duggan and Jno. J. Barry are partners on Car No. 22 in the distribution of sand.

Our new switch-stick is an improvement over the old in that they now hang on an idverted hook at the left front of the motorman, the loop being on the stick instead of the hook. Each stick bears the number of the car to which it belongs.

An extra car has been installed on the North Saugus line, leaving Town House Square at 5:15 p. m. daily, except Saturday and Sunday; due at North Saugus at 6:13 p. m.; arriving again at Town House Square at 7:15 p. m. This is to accommodate the working people for Lynn, as the line connects at each end with Lynn cars at Peabody and North Saugus.

The death of Brother Henry Archer occurred Sunday, Jan. 30. In his death our local lost a highly esteemed member and the company a valuable employe.

REX.

## UNIONISM FLOWING FREELY.

**Port Chester, N. Y.**—The past year closed and the new year finds us in a better financial condition. The newly elected officers are installed and want the co-operation of all members.

We have our old financial secretary, Bro. E. T. Mead, on the job again. Our good-hearted and faithful Bro. H. G. Phillips resigned as recording secretary, but takes up the burden as an earnest worker on the executive board. Congratulations to the night men on conducting meetings.

Unionism flowed freely Jan. 27, 1916 when 95 per cent of the brothers donated toward the relief of the Hatters' Union.

Boys—rally 'round our newly elected president, Bro. Geo. Smith, and help him through thick and thin.

Del. Keith needs your advice on our new agreement work.

Do not forget to help along the annual ball to be held in April. Our relief fund needs boosting.

Cor.

## STILL IN THE RING.

**Yonkers, N. Y.**—A gentle reminder that Div. 490 is still in the ring and prospering. During the year 1915 we were successful in many ways also had our share of sorrow. Death claimed four of our members.

As we try to make each year more successful than the past I hope the members who have been habitually absent in 1915 will report regularly at our meetings during 1916. Remember Brothers it is for your benefit to do so.

At present we have six members on the sick list, all doing as well as can be expected.

Brother Louis Beiner has at last joined the rank of benedict. Congratulations and much joy.

One of the accomplishments in 1915 of which we are justly proud was winning the pennant

of the Blue and Grey baseball league. Feeling that we can give good account of ourselves. Manager F. Haight, 52 Oak Street, of 490 team challenges any team in the Amalgamated Association to a game or series of games. Get your bids in early, boys, as we want to arrange our schedule as soon as possible.

The officers elected who will try to make 1916 a banner year are: President, S. Hovey; vice president, C. Kellaher; financial secretary, F. Haight, recording secretary, N. Hayes; treasurer, W. Fisher; corresponding secretary, C. Conlon; conductor, W. Hoyt, Jr.; warden, J. McCarthy; sentinel, P. Walsh.

490.

## PAY ENTER CARS INSTALLED.

**Covington, Ky.**—Bro. A. T. Keitel, delegate of Div. No. 628 to the Kentucky State F. of L. Convention, held this year in Louisville, made a very interesting report at our last regular meeting.

Pay-enter cars have been installed on some lines here and are giving satisfaction. The company designs to so equip all lines in the near future.

Bro. E. Sheehan, on the sick list, is improving slowly.

Our social committee gave a dance during the holidays and are now making arrangements for an old-time dance in the near future. The first was a success. Funds thus raised will be placed in our relief fund.

Don't forget to ask for a union label and a union clerk.

Good attendance at our meetings and prompt payment of dues and assessments are essential for the welfare of the Division. Let each member act as a committee of one to help promote the cause.

Our executive committee is working on our proposed new agreement, which will be presented to the company early in the spring.

Bro. John Day at our last meeting was elected delegate to the T. and L. Assembly.

The legislative committee of our local is busy preparing several bills to be presented to the next legislature.

Bro. T. Donahue is on the sick list.

Bro. C. A. Cummins can always be relied upon at our meetings for a piece of good advice.

Bro. Michael Sweeney seems perplexed that Bros. Martin, Keitel and Brennen are unable to appreciate his advice, though much younger than he.

Our Trades and Labor Assembly will give its annual banquet in the near future. Delegates C. Cline, W. Martin and John Day will be participants in the festivities.

P. K. P.

## TO BOOM AS INLAND SEAPORT.

**Troy, N. Y.**—We are having a mild winter so far. The snow during December caused some trouble, as the plows piled it along the tracks and teamsters found it difficult to keep out of the way of the cars. The Hudson and Mohawk are very high and prospects for the ice crop are not yet promising.

The barge canal will open to Oswego in the spring, and to Lake Champlain by July 1st, and we are expecting Troy to boom as an inland seaport.

Discussion looking to an advance over our present wage rate per hour is beginning to be heard.

Bro. McLaughlin won our recent election over an opposition ticket headed by Bro. Reynolds. Considerable interest developed in the contest.

Some trouble is experienced with the fare boxes on the pay-at-entrance cars. Bent coins clog the mechanism of the boxes and worn coins register all sorts of things.

Let's boom the sick benefit.

Our local has sustained a severe loss in the passing of Bro. James Moore and in the tragic accidental death of Bro. William Humphrey. Bro. Humphrey would have been twenty years in the service April 1, and his untimely death is the cause of general regret.

122

## PUBLIC MEMORIAL TO DECEASED MEMBER.

**Madison, Wis.**—Division No. 456 installed regular officers Jan. 24, as follows: President, Aden Alverson; vice president, H. C. Hanson, secretary, Geo. Holland; treasurer, E. E. Raymond.

Everything is flourishing with us. New members are obligated at each meeting; no trouble whatever to get the new man to join us as he is fully advised before he is turned in O. K.

The only loss that our Local has sustained since organization was the untimely death of our beloved brother Thomas Gannon, the oldest car man in the company's employ Oct. 25 last, as Tommy was running his car; he had to pass a large concrete mixer. At this place it is double-tracked and a huge steel beam was used to distribute the concrete over the tracks. As Tommy approached the mixer when signalled to come on he did so. By some means the boom swung back over track, the end coming in at the left front window, the car moving slowly but the more the car moved, the further the boom came in until at right angles with front vestibule, the mixer passing behind Tommy crushing his life out against the controller. He could have and did dodge at first by ducking down, but arose to reverse and was caught. In 25 years actual service this accident that cost him his life, and for which he was in no way responsible, was his only serious accident. To show how he was appreciated in life, at the end of Wingra Park line a valuable drinking fountain, donated by the public in memory of him, with the inscription, "In Memory of Thomas Gannon A faithful servant of the public," will be erected in the spring. He was a model member of the Amalgamated.

456.

## DON'T FORGET TO ENTHUSE.

**Worwich, Conn.**—Div. No. 262 has determined to hold a dance in the near future. Let it be a success. Get busy.

Our president reported election of officers at the recent meeting held in Dayville for that branch. Officers elected were: Third vice-president, Henry Brooks; executive board members, Elmer J. Monrow and Benjamin Martin; dues collector, Oscar Clark.

Brother Neary has recovered from a recent attack of la grippe.

Sincere sympathy is extended to Brothers Reardon and McClure for recent bereavements in their families.

Brother Jackson served as best man at the recent wedding of a friend.

Brothers Harris and Savage are recovering from injuries received in a recent accident.

Brother Manchester is on the sick list.

Brother Loody, with the assistance of our janitor, is an antidote for the blues on the extra list.

Our March meetings will be held the second and sixteenth. Do not forget to enthuse yourselves to attend.

J. V. N

## MANY CHANGES MADE.

**Derby, Conn.**—With Div. No. 469 the sick list is rather large of late.

Bro. John Connors is authority on picture shows in Seymour.

Bro. Henry Stickney has bought a diamond ring—for someone.

A new girl has made her appearance in the home of Bro. and Mrs. William Reilly. Congratulations.

On our sick list are: Bros. R. J. Leahy, J. Timmons, Thomas Rowley, P. Harlow, Fred Cox, A. B. Dranoff and J. J. Healy.

Bro. Wesley King understands the pigeon language.

Bro. A. J. Flanagan received the position of inspector, succeeding Inspector Frank Steele.

who has retired from the service to accept a position with the General Ordinance Co.

The new bid-in of runs took effect Feb. 6. Many changes were made by the night men.

Bro. Mabury has a steady run.

Bro. Schussler has a new song.

Cheer up, Bro. Conductor No. 4752, the worst is yet to come.

Some of our members expect to attend the ball of Div. No. 281, New Haven, this month.

Bro. Chas. Christisen will again pass through Seymour.

The New Year's resolution of Bro. Joe Soda deprives him of tobacco.

Bro. Harry Ogle recently visited New Jersey.

469

## AFTER STOOLS FOR CONDUCTORS.

**Cleveland, O.**—President-elect Fred Telschaw took office Jan. 1 with a prosperous year in sight, but plenty of work. Twenty-five years to his credit on the road coupled with a wide experience in organization work should qualify him for the position and we believe him big enough to meet all questions with a spirit of fairness and a determination for justice. For years a member of the Executive Board he is prepared to drop in line with the policies outlined by our Past President, Geo. R. Davies, whose administration stands as a milestone in the history of our local because of great things achieved, permanent results which will build, strengthen and preserve the integrity of the organization. Financial Secretary, William Rea, was re-elected for the fourth term and Business Agent, Fred Schultz, succeeded himself. They need no introduction. By their earnest endeavor they have promoted the local's welfare. But it is up to us to man the guns. Come to the meetings, boys, let them feel that we are behind them.

"Stools for conductors" is at the present writing a live wire before the local. The street railway lines of Cleveland being practically under municipal control gives the city council a voice in questions of this kind. An ordinance was introduced authorizing the purchase of stools and although no definite action was taken, the public has voiced itself in many ways endorsing stools for conductors.

A considerable amount of sickness prevails among the men. This is another reminder that we are in sad need of a sick benefit fund. The writer being a strong advocate of organized relief thinks this an opportune time to voice his sentiments. Can't we get together on this all important question?

G.

## A NEW INCUBATOR IDEA.

**Colorado Springs, Colo.**—Brother Sailor is stepping high and smiling wide these days—it's a girl.

Charles Ronburg has returned from his vacation, spent in Hot Springs, "boiling out."

The twenty-second annual ball, given January 19 by the Street Car Men's Association, was a success socially and financially. About \$110 was added to our sick fund. The success of the event was evidence of the splendid way in which the committees in charge worked together. The union wishes to thank the managers of the Princess and the Empress, for the generous advertising shown upon their screens. It will not be forgotten.

Brother Lewis is busy these days remodeling his home.

Motorman Randall is spending a few days out on his homestead.

Brother Walton, with a wide experience as a poultry man, has completed what, in our mind, is one of the most successful incubators in use. In telling us of his invention he described it as follows: "I took four apple boxes, filled them half full of nice clean straw, put twelve eggs in each, and then put a good trusty hen in each box," and he fully expects to get 32 chicks out of the 48 eggs.

Brother Matkin has been off duty the past two months on account of the illness of his wife.

19

## INTERCHANGED VISITS.

**Hyde Park, Mass.**—The evening of the first Wednesday of January, Division No. 373 held installation of officers. President Gould and several Quincy members were present and did the installing. A king's banquet was held and the committee deserves credit for the outlay. The following Monday night Past President Percy Chamberlain and twenty-five of our members returned the visit to Quincy and installed the officers of Div. No. 253. The visitors from our ranks embraced talent entertaining to the Quincy boys and were given three cheers and a tiger.

Brother Jewett and his private secretary, Walter Huff, on their way home one evening recently, captured several skunks, the hides of which they took off and sold for fur, enlarging their bankroll. Passengers are now riding in the rear end of the car.

Bro. O'Shea spends some time lately at the Loom Works turn-out.

The Bay State R. R. Bowling team is now doing good work in the Waverly Bowling League.

Don't forget that it is the duty of every member to attend meetings. Some don't attend and are liable to get their names on the blacklist next month.

Bro. O'Shea now has sleeping quarters near the furnace in the basement.

With Bro. Jim Quinn as president we now have an excellent executive board.

Bro. Ira Coleman while recently on his way to make the early morning report, took a cold plunge in Bother's Brooke Pond. He was crossing the ice and it failed to sustain his 380 pounds.

It is reported that some of our members have been seen giving change to non-union milk-wagon drivers.

Bro. Bill Colmer recently married and is now always on time.

Those now on the sick list are: Bros. Tom Mahoney, Frank Bishop, J. Finn, William Curtis, William Conroy, Frank Thurnstrum, William Stanley and Staley Wilfner.

Sincere sympathy of the local is extended to the family of late Bro. Thomas Morrow, whose death recently occurred. Our executive board acted as pall bearers at the funeral. Cor.

## APPLY FOR ADMITTANCE.

**New Orleans, La.**—At the meeting of Div. No. 194 held Jan. 26, a delegation of street railway employes from Algiers submitted a petition of the employes of the Algiers Railway and Light Company for membership in Div. No. 194. Algiers is across the river, forming the Fifteenth Ward of New Orleans, but operating an electric light and railway under a different corporation. The matter of their affiliation with Div. No. 194 was given much discussion and finally upon vote of the local it was decided to refer it to the International President for instruction.

The sincere sympathy of Div. No. 194 is extended to the widow and child of our late deceased brother, Albert J. Bertrand, whose death occurred Jan. 16, resulting from injuries sustained in an accident occurring Jan. 10. The friends of Brother Bertrand were shocked at his untimely death.

The Prytania Barn Social Club have their room well fitted with pool tables, reading matter and above all, a fine inner player piano, which is a source of much enjoyment.

Brothers John Montz and Rene Fourcade succeeded as board members Brothers John Knight and Joe Castaine from the Prytania Barn. The latter served for several years upon the board with a fine record.

The boys are lamenting the destruction by fire of the popular restaurant near the Prytania Barn run by Bob Crawford.

Brother Jerome Piconi often entertains the boys at his barn with his famous tenor singing.

Brother Joe Boudreaux has been returned to the executive board from the Arabella line.

Bear in mind, Joe, it requires a quorum to do business.

Brothers Henry Melbourne and Charlie Bentley are now to be found on one of the interurban lines.

Brother Fred Gillea is on the sand car.

Executive Board Member Joe Barbara pilots the boys to a place to get a big kaiser and bowl of soup after board meetings.

Brothers Pete Morgan, Charles Carona, Ed. Murphy, Leon Sarpas and Fred Wicker are on the sick list.

The death of Brother Thomas Bagnetto occurred Jan. 22. He was one of our old-time members. Sincere sympathy is extended to the bereaved family.

The wedding of Brother A. E. Landry to Miss Mary Irvine occurred Jan. 25. They have our best wishes.

BARB WIRE.

## CAUTION TO SOME MEMBERS.

**St. John, N. B.**—Our meetings are being well attended, but let me caution some of the members against speaking so many times upon one question. This crossfiring is a delay that is liable to have bad effect. There is nothing gained by it and it is not wholly to the interest of keeping up a large attendance at meetings. The chair would be warranted in taking such a view of such interruptions.

Death has taken from us Bro. John Smith one of the pioneers of our local. We regret his death sincerely. Although quiet and unassuming, he made many friends and his influence was strong and good. The funeral was held Sunday, Jan. 16. Members of the Division turned out in uniform.

Most of the members on the sick list have returned to work.

Bros. F. Pevlin and G. Cowan, right men in the right place, so the ladies say, are back on the East St. John route.

Bro. H. Elliott is now depot clerk.

Bro. Jim Brazillon has joined the soldiers and will be missed in West St. John.

## CARSTENS AND KINSLEY VISIT MUSCATINE.

**Muscatine, Iowa.**—Officers installed for the ensuing term by Div. No. 559 are: President, W. H. Hathaway; vice president, Grover Lawrence; recording and corresponding secretary, H. W. Stevenson; financial secretary, Frank G. Wilford; treasurer, Charles Crow; conductor, Fred Liebbe; sentinel, Bert Myers; warden, John Lundt. The meeting was well attended.

Brothers Carstens of Div. No. 312, and Kinsley of Div. No. 318, were visitors at our installation meeting. Brother Carstens obligated the officers.

Brother Charles Crum, it is observed by some on West Hill, is now running on the South line.

Brothers George Schroeder has temporarily abandoned the idea of renting a house.

Brothers Burt Briggs and Dale Field have reported from the sick list for work.

Brothers Claude Richardson and Fred Liebbe are on the sick list. 559.

## LOCAL IN GOOD SHAPE.

**Marinette, Wis.**—At the last regular meeting in December of Div. 302, the following officers were elected: President, Louis N. Porter; vice president, Frank Weigers; financial secretary, Leander Combs; recording secretary-treasurer, John Hirschfeld; conductor, Mose Jarvis; warden, Albert Sewald; corresponding secretary, C. O. Carlander; Executive Board, Louis N. Porter, Edward White, Leander Combs, Albert Sewald, John Hirschfeld.

Our Tenth Annual Ball, was a big success. The committee consisted of Bros. Chris Brabant, Carlander, Combs, Jensky and Jarvis.

Our local is in good shape.

COR.

## SUGGESTIONS INVITED.

**Middletown, Conn.**—June is not far off. Div. No. 479 needs cooperative work on part of its members. Suggestions on different matters that are important should be made at our meetings and discussed. Now is the time to attend meetings. It is the time for gathering suggestions for the construction of our new agreement. Suggestions are not submissible outside of the union hall. Attend the meetings and do not be grumbling after a new agreement is in operation, that this or that clause does not suit. The officers attend the meetings, are always courteous and willing to listen and take up grievances and suggestions. Others are there to discuss any suggestions and to promote the welfare of the Division. So let us have well attended meetings. It is only one night in a month. The House and Bridge Street towers will not move for that one hour you attend the meeting. Members of other locals occasionally attend our meetings and it is not very pretentious on our part to have a small number present.

Let us stop and look back over a period of seven or eight years and see what changes have been wrought in our employment and how much better the job is today than it was then. Then let us ask ourselves why. Then again let us ask if there could have been more obtained to our advantage and how. Nothing was ever given to you because you were a good fellow. I trust we have intelligence enough to know that.

Were it not for the cooperation through organization that has guided us in the way of good things we would not be as well fixed as we are today. Had we had a little more of this cooperation and push along the spirit of trade unionism we would have been better off even than we are. With these facts before us it seems that we should take advantage of our past experiences that the most can be obtained out of our effort at the contract making time this year. Is it not the duty of every member to work for the organization and become an active unit in the movement? A lack of the proper spirit on your part is always noted by the company. Do not think for a minute that an efficient manager is not watching for an opportunity to crack the best possible bargain for the company. We would not have much respect for him if he wasn't. Then it is up to every member to make a showing that will impress the management with a weakness on our part. The management will have more respect for us. Think it over and be on hand at the meetings.

479.

## EVERYTHING GOOD BUT WEATHER.

**Du Bois, Pa.**—Div. No. 679 is getting along very nicely. Everything is good but the weather.

The following officers have been installed for the year 1916: President, George Solida; Vice-President, John Dixon; Recording Secretary, L. K. Johnson; Financial Secretary, Guy Wing; Treasurer, Leon Titus; Conductor, Fred Decker; Sentinel, Frank Hellbaum; Warden, William Rounsley; Executive Board, George Solida; Harry Edniger, Joe Cramer, Daniel Terry and Fred Decker.

Bro. Leon Titus is still quarantined on account of diphtheria.

Bro. Edniger is suffering a bad attack of rheumatism. Bud.

## PERCENTAGE WON'T STAND INCREASE.

**Philadelphia, Pa.**—Div. No. 477 is having experience under the so-called co-operative system by which the motormen and conductors are allotted an alleged 22 per cent of the gross receipts. After this system was installed

wages were adjusted from time to time until about two years ago the rates were fixed at 25 to 30 cents per hour, one cent being added each year until the men of five or more years' experience got the high rate of 30 cents. Gradually the running time has been cut and economy has been applied in car service and within the last two years the service day has been so adjusted and the schedules rearranged that we are getting from 3 to 21 cents per day lopped off our wages and are constantly required to do more work.

There is a sort of co-operative committee elected here by the men who are supposed to take up grievances with the management, but this committee, of course, is under the natural restraint that comes with non-union conditions and cannot hold their jobs and do otherwise than comply with the wishes of the company. The company does not deal with the Association, although it tolerates membership of the employees in the Association.

The union exists and is pushing forward. The men are beginning to give serious consideration to the methods of employment in vogue here and are beginning to realize that there is more satisfaction in organization than under the present arrangement.

Of course our men blame the co-operative committee for a lack of vigor and activity in adjustment of grievances, but that is unfair. No man on that committee could do better under the circumstances and hold his job and every man on the road knows it and their grievances will have to go unadjusted.

Rumor has it that Mr. Mitten has been engaged by this company as manager for another five years. It is not a question, however, with us as to who is general manager and Mr. Mitten is as good a manager as we could get under non-union conditions and we are impressed that he is better than some. It is not Mr. Mitten's fault that the present conditions exist, as it is his business to make the best possible out of this property and he is equal to the job.

Four of our brothers from Wilkes-Barre recently visited us. If they are the type of men in Wilkes-Barre, the boys up there will win out.

There is a general feeling for better wages among the employees here, but it is a question if the 22 per cent will stand for it.

Backward, turn backward, O, Time, in your flight,  
Bring back the local that was once in the fight;

Give us a chance to give vent to our cheers  
For a local like we've boosted in by-gone years.  
Bring us again that skill and renown  
That filled us with joy as we cleared up the town.

The boys have grown weary, dejected with shame,

So give us a local once more in the game,  
For slumbers, soft calms o'er the members now creep

And they're rocking to sleep, Father, rocking to sleep.

Turn back, Father Time, to the day we once knew

When we stood up and yelled for a hard working crew,

Backward, turn backward, Tide of the years,  
Silence these knockers and bring back their cheers,

Or, if in the future there's relief from our plight,

Then onward, roll onward, O time, in thy flight,

Bridge the gap of the years to that promised day.

In which Div. 477 will again head the fray.  
Let victory's bright billows sweep our spirit

once more,  
And happy will throng, then, the visions of yore;

But if hope is a dream from which waking we weep,

Then rock me to sleep, Mother, rock me to sleep.

H. F.

## LOOK FOR ANOTHER SUCCESSFUL YEAR.

**Frostburg, Md.**—Brother John Abbott presided for the last time as president for the term which he served at the meeting of Div. No. 572 held Jan. 19. At future meetings Bro. Davis, the president-elect, succeeds him. We trust Brother Davis will be as successful as to preserve its identity as an organization it Peacock Orchard Co. Brother Thomas Donaldson, an expert in ducking pinballs, will wield the gavel as vice-president. With these two at the helm I think we are scheduled for another successful year. Other officers are: Secretary, Webster Rephorn; treasurer, Henry A. Price.

While our meetings have been good of late, there is yet room for greater attendance. We meet on the third Wednesday of the month and let every member lay aside his other business and entertainments and attend this particular meeting, as it is our business meeting and to our mutual importance.

We regret the retirement of Superintendent W. W. Lowe. He had the reputation of always treating us fairly. We now come under the immediate supervision of Manager B. W. Duncan. It is believed he also will be fair, as he has given us several talks on different subjects with which the boys have generally seemed to be very well pleased.

The jitney bus has made its appearance here. Several are being operated in Cumberland and one operates between Cumberland and Allegheny Grove along our line. Improvements contemplated by the company, together with our own efforts, will render the competition of very little consequence.

It is reported that our company will install more equipment at the power house, add some new cars and remodel others, which will give us a much faster and more reliable schedule.

Brother Lemmert is reported afflicted with the mumps.

Brother Eichhorn has returned from a visit to Baltimore.

Brother William Miller is again on the job after several weeks' sickness. In fact, this has been rather of a severe winter and several of the brothers have been sick.

MUT.

## ANNUAL BALL A SUCCESS.

**Brookton, Mass.**—Division No. 235 mourns the death of Bro. Walter Leonard, the fourth oldest motorman in the service.

Eight brothers have joined their hearts in wedlock with their promise to love, honor and obey.

Brookton is troubled with jitneys, but it takes the Whitman cars to put them out of business.

Vice-President Hayward and Brother Swats have joined the police force. Brother Swats is the only officer who can boast of rapid advancement. He already wears three stripes.

Bro. McGowan has returned to his car after being off six weeks with blood poisoning.

Brothers Robert Wilcox and Woodason are on the sick list.

Our 15th annual ball was a greater success than any other we ever had. All enjoyed themselves.

235.

## POSSIBLE SOURCE OF SICKNESS.

**Waltham, Mass.**—We of Div. No. 600 are pleased to hear that the brothers of Div. No. 589 are planning a new wage scale. We wish them the best of luck. It will be but a few months more before we will be engaged in the same task.

Sincere sympathy is extended to Brother James Goldrick in his recent bereavement in the death of Mrs. Goldrick.

Motormen are requested to wait for conductors when they get off to close switches.

Call motormen when running on the main line nights might well use caution in blowing the whistle.

The boys on the Lexington Division are planning to hold their first annual concert and ball

at the Lexington Town Hall, Feb. 21. All are invited.

Our company has a rule requiring conductors to stand on the rear platform while not engaged in collecting fares. There seems to be no complaint about the rule, but there is a complaint relative to the doors. If the rule is to be enforced the enclosure should be made as comfortable as possible and the company should be interested to that end. However, it is a matter for our grievance committee and should be submitted to them, that it can be properly called to the attention of the management. Otherwise the rule should not be enforced, as it is an extremely possible source of sickness.

600.

## HELP BENEFIT FUND.

**Mount Vernon & New Rochelle, N. Y.**—As a result of large attendance at the Eighth Grand Annual Ball of our Local, the sick, death and disability fund was greatly increased. The affair was a most pronounced success. McLeans Orchestra furnished music for dancing which began early and continued late to the delight of about 500 persons. A special feature was the Grand March, which continued for a half hour and was without errors under direction of Mr. P. J. Kelly. Receiver Miss A. MacPike and former Recording Secretary P. J. O'Neil leading. Miss MacPike was presented a beautiful bouquet. There are no grounds for divorce against Brother O'Neil. Superintendent W. B. Wheeler and Paymaster Monroe attended.

Our bachelor league is mourning the loss of Brothers A. Finneran, A. Rahl, and Little Jimmy. The Local extends best wishes.

Brother Batchelder is now firing away on the famous New York, New Haven and Hartford Road. Brother Musgrave was appointed conductor on the same road.

Brother B. Blizard is back on the job. He made a tour of the country in his new automobile.

Brother Keller has a motorcycle.

Brother Frank Doc is working steadily. Brother O'Neil says so.

Brother Devine was made inspector a short time ago.

Brothers H. Meyer, L. Winkler and C. Schoemaker are on the sick list.

Brother Thos. Hayes is on the job after a short illness.

A new and original idea is being carried out by Recording Secretary Stevenson. It is the Weekly News edited in a regular style on a typewriter and is issued weekly on the bulletin board of the Local. Purpose—to place and amuse the reader.

Just now everything is working in harmony with the universal vibration, and we hope that it will continue so.

## WILL GIVE ROLL LATER.

**Hamilton, Ont.**—The annual banquet recently held by Div. No. 107 was successful and interesting. Among the entertainers were Brothers Willoughby, Blackwell and Clow.

A number of our brothers have enlisted in the 173rd Battalion now being formed here. Brother Ed. Ladd has received the stripes. In a later issue I will give the names of all of our members who have joined the colors.

Brother George Madden was recently married to an estimable young lady and, although the cigars have not yet put in an appearance, he and his bride have the best wishes of every member of the local.

Brother Bill Nugent issues a standing challenge to any and all checker players. This should bring some good games.

Brother Dan Latimer is open for engagements, this being leap year.

Brother Hogan is contemplating bringing his cot on the job.

COR.

## ASSOCIATION OFFICERS FOR 1916.

Officers installed by Division Associations to serve for the year 1916, so far as reported by locals to Feb. 1st, are recorded as follows:

### Div. No. 19, Colorado Spring, Colo.

President, Chas. Binks; Recording Secretary, M. W. Blackmer; Financial Secretary, J. E. Draper.

### Div. No. 22, Worcester Mass.

President, Peter J. Rooney; Recording Secretary, Daniel J. Shea; Financial Secretary, Thomas J. Welch; Treasurer, John P. Broderick.

### Div. No. 26, Detroit, Mich.

President, Stanley Anderson; Vice-President, William Stinson; Financial Secretary-Treasurer, Neil McLellan; Business Agent, Fred Castator; Sergeant-at-Arms, Herbert Gee; Executive Board, John T. Brannigan, Clarence Rivard, Lewis LaButte, John Scott, William Eddy, Walter Fuller, Clarence Nugent, George White, Fred Hike, A. Arnold, Alpha Paquette, Edward Louys, James Laidlaw, Misher Williams, John Schoenberg, Theo. Gagnier, Fred Haddix, George Sebastian, Edward Tunstall, William Jones, James Lee, William Millard, Thomas McGraw, Carey Ferguson, Alex. Steel and John A. Greenshield.

### Div. No. 52, East Liverpool, O.

President, Wm. B. Nicholson; Recording Secretary, E. C. Dray; Financial Secretary, R. A. Plate; Treasurer, T. R. Williams.

### Div. No. 78, Galveston, Tex.

President, J. N. Hall; Recording Secretary, G. W. Toolhunter; Treasurer, J. W. Davis.

### Div. No. 85, Pittsburgh, Pa.

President, P. J. Ward; Recording Secretary, Edw. J. Baldauf; Financial Secretary-Treasurer, P. J. McGrath; Business Agent, J. J. Thorpe.

### Div. No. 101, Vancouver, B. C.

President, W. H. Cottrell; Recording Secretary, James E. Griffin; Financial Secretary, Fred A. Hoover; Treasurer, W. J. Harper.

### Div. No. 103, Wheeling, W. Va.

President, C. E. Bartlebaugh; Recording Secretary, W. E. Nickerson; Financial Secretary, A. H. Cromley; Treasurer, Charles Sonnefeld.

### Div. No. 89, New Castle, Pa.

President, C. C. Coulthard; Vice-President, W. F. Shipe; Recording Secretary, C. A. Eakin; Financial Secretary-Treasurer, H. C. Turner; Conductor, Charles Harwig; Warden, L. E. Sherman; Sentinel, William Boyle; Joint Advisory Board, C. C. Coulthard and J. E. Gorman; Executive Board, C. C. Coulthard, J. E. Gorman, H. C. Turner, J. S. McKibben and A. L. Johnson; Correspondent, R. L. Smith; Delegates to the Trades Assembly, J. D. Warnock, H. C. Turner and W. F. Shipe.

### Div. No. 90, Mt. Clemens, Mich.

President, Archie L. Doan; Secretary, John V. French.

### Div. No. 98, Akron, O.

President, Perry Ripley; Vice-President, Tom Morris; Recording Secretary, C. O. Smith; Financial Secretary, V. F. Cope; Treasurer, R. O. Meeker.

### Div. No. 99, Winnipeg, Man.

President, Alex. Gammack; Recording Secretary, J. Howard; Financial Secretary, A. Scoble; Treasurer, Alex. Hume.

### Div. No. 107, Hamilton, Ont.

President, T. Inglis; Vice-President, T. Ellithorne; Secretary-Treasurer, E. M. Batt; Chairman of the Sick Committee, W. Clark; Sentinel, W. Baker; Warden, A. Dye; Executive Board, A. T. Blackwell, George Hart, W. Blackmore, J. Burrows and T. Inglis.

### Div. No. 109, Victoria, B. C.

President, Thos. H. Nock; Secretary, R. A. C. Dewar; Treasurer, Oliver Smith.

### Div. No. 111, Ypsilanti and Jackson, Mich.

President, Fred Hamlin; Vice-President, E. Briggs; Secretary, A. R. Smethurst; Assistant Secretary, E. R. White; Treasurer, Addison Smith.

### Div. No. 113, Toronto, Ont.

President, James Scott; Secretary, W. D. Robbins; Treasurer and Business Agent, Jos. Gibbons.

### Div. No. 114, Youngstown, O.

President, L. S. Sherman; Secretary, John McAuliffe; Treasurer, J. H. Hennon.

### Div. No. 118, Pottsville, Pa.

President, Thomas V. McGovern; Recording Secretary, Abraham Hughes; Financial Secretary, John W. Dodds; Treasurer, Percy A. Myers.

### Div. No. 125, Belleville, Ill.

President, L. E. Almon; Recording Secretary, William R. O'Leary; Financial Secretary-Treasurer, L. R. Friend.

### Div. No. 128, Asheville, N. C.

President, Z. C. Fisher; Recording Secretary, A. P. Lyda; Financial Secretary-Treasurer, T. C. Anders.

### Div. No. 132, Troy, N. Y.

President, Joseph F. McLaughlin; Recording Secretary, Nicholas J. Delaney; Financial Secretary, James F. McKeown; Treasurer, James Harrington.

### Div. No. 134, New Westminster, B. C.

President, George H. Clapp; Recording Secretary, A. F. Duncan; Financial Secretary-Treasurer, William Yates.

### Div. No. 148, Albany, N. Y.

President, Joseph L. Droogan; Recording Secretary-Treasurer, James Prior; Financial Secretary, Maurice J. Whelan.

### Div. No. 163, Meriden, Conn.

President, Charles Lane; Recording Secretary, Gustave J. Tittel; Financial Secretary-Treasurer, Bert Bartholomew.

### Div. No. 165, Girardvill, Pa.

President, Thomas Whitaker; Recording Secretary, Leo McDonald; Financial Secretary, Anthony F. Monaghan; Treasurer, Abraham Northey.

### Div. No. 168, Scranton, Pa.

President, John T. McGrath; Recording Secretary, Stephen Mullen; Financial Secretary, L. F. Hart; Treasurer, M. H. Kernan.

### Div. No. 169, Easton, Pa.

President, W. Nichols; Vice-President, A. Mellick; Financial Secretary-Treasurer, F. A. Hatter; Corresponding Secretary, H. Case; Re-



cording Secretary, O. Styers; Warden, S. Grulier; Conductor, H. Shull; Executive Board, W. J. Nichols, F. A. Hatter, H. B. Case, T. Haney, S. D. Minnich and R. Kelfer.

#### Div. No. 174, Fall River, Mass.

President, Frank O'Keefe; Recording Secretary, James Fox; Financial Secretary, Jeremiah Malvey; Treasurer, Michael P. Galvin.

#### Div. No. 176, Sharon, Pa.

President, Charles W. Fisher; Recording Secretary, Samuel Craft; Financial Secretary, C. K. Kinsell; Treasurer, George C. Davis.

#### Div. No. 184, Williamsport, Pa.

President, John J. Peters; Recording Secretary, John A. Winters; Financial Secretary-Treasurer, W. F. Hummel.

#### Div. No. 192, Oakland, Cal.

President, Lee F. Laytham; Recording Secretary, J. W. Rutland; Financial Secretary, E. J. Schwingen.

#### Div. No. 194, New Orleans, La.

President, Ben Commons; Secretary, Leonce Gauthier; Treasurer, Peter Brown, Jr.

#### Div. No. 197, Meadville, Pa.

President, Lee L. Vaughn; Recording Secretary, C. V. Eaton; Financial Secretary-Treasurer, James E. McKay.

#### Div. No. 199, Ottuma, Iowa.

President, J. J. Johnston; Recording Secretary, C. A. McClure; Financial Secretary-Treasurer, H. Denebrink.

#### Div. No. 192, Burlington, Iowa.

President, A. H. Zachmeyer; Recording Secretary, Seward Long; Financial Secretary, W. A. DeVilbiss; Treasurer, S. E. Ward.

#### Div. No. 215, Wheaton, Ill.

President, A. B. Hobbs; Vice-President, W. A. Kern; Recording Secretary, J. L. Collin; Secretary-Treasurer and Business Agent, T. E. Sundstrom; Conductor, M. H. Fuller; Warden, M. J. Jensen; Sentinel, A. H. Murray; Correspondent, William Frazer; Executive Board, T. J. Kavanaugh, G. W. Stafford, C. R. Brush, V. W. Meyer, F. C. Maas, E. A. Dunbar, George E. Adams, R. H. Robinson, W. A. Kern, Wm. McVicker, J. Britton, O. P. Haight, William Pries, William Rust and M. H. Cowdrey.

#### Div. No. 223, Butler, Pa.

President, W. J. Smith; Secretary, E. W. Proffitt; Treasurer, S. D. Campbell.

#### Div. No. 228, Joliet, Ill.

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#### Div. No. 235, Brockton, Mass.

President, P. F. Sheehan; Vice-President, Ed. W. Hayward; Recording Secretary, J. C. Macomber; Financial Secretary, Charles E. Place; Treasurer, Herbert F. Loring; Correspondent, W. G. Moore; Conductor, S. E. Barry; Warden, Thomas Scully; Sentinel, H. V. McKenney; Executive Board, W. O. McGowab, John Bisbee.

F. H. Wilson, Ed. Welch, H. S. Allen, F. M. McLean, S. A. Hargraves and John Ashe.

#### Div. No. 236, Alton, Ill.

President, G. M. Bailey; Recording Secretary, H. T. Welch; Financial Secretary, P. J. Simmons; Treasurer, Howard Bartow.

#### Div. No. 238, Lynn, Mass.

President, Thomas F. Glynn; Recording Secretary, Edward B. Brennan; Treasurer, Michael F. Doherty.

#### Div. No. 241, Chicago, Ill.

President, Wm. Quinlan; Vice-President, Jno. McLean; Recording Secretary, C. W. Mills; Financial Secretary and Business Agent, Wm. Taber; Assistant Financial Secretary, Maurice Lynch.

#### Div. No. 242, Montpelier, Vt.

President, W. D. Parry; Recording Secretary-Treasurer, Vinal Arey; Financial Secretary, C. H. Reagan.

#### Div. No. 243, Taunton, Mass.

President, John F. Hyland; Recording Secretary, Frank E. Towney; Financial Secretary-Treasurer, William H. Smith.

#### Div. No. 246, Salem, Mass.

President, Edward P. O'Brien; Vice-President, Edward A. Brown; Recording Secretary, William J. Feehilly; Financial Secretary, Stewart A. Morgan; Treasurer, John J. Gleason; Correspondent, John R. Ahern; Conductor, Peter Demas; Warden, M. J. Conway; Sentinel, Thomas F. Flynn; Executive Board, Timothy Horgan, James A. Goss, Stewart A. Morgan, Herman A. Sonia, Frank Singer, Frank Kimball; Delegates to C. L. U., E. A. Brown, E. M. Cook, S. A. Morgan, E. P. O'Brien and Marcus Shea.

#### Div. No. 249, Wakefield, Mass.

President, Chas. A. Taylor; Recording Secretary, W. M. Cotting; Financial Secretary, Robt. A. Bowman; Treasurer, E. J. Wright; Business Agent, Alex. Smyth.

#### Div. No. 252, Steubenville, O.

President, E. A. Odell; Secretary, George B. Skipper; Treasurer, W. M. Brakel.

#### Div. No. 253, Quincy, Mass.

President, Wm. H. Gould; Vice-President, James Corey; Recording Secretary, John J. Kelly; Conductor, Jos. Wade; Warden, Frank Morgan; Sentinel, James Sullivan; Auditor, Thomas Forrest; Executive Board, Wm. H. Gould, Frank Pitts, Thomas Ferguson; Sick Committee, Henry Lord, James Gilmartin; Correspondent, J. D. Allen.

#### Div. No. 256, Sacramento, Cal.

President, R. W. Titherington; Secretary-Treasurer, Howard L. Mott.

#### Div. No. 261, Lawrence, Mass.

President, Daniel W. Cahill; Vice-President, William Kelley; Secretary-Treasurer, George Mingins; Recording Secretary, James McLaughlin; Sentinel, Eugene Sweeney; Warden, Justice H. Campbell; Conductor, Richard Hart; Correspondent, C. G. Simonson; Delegate to Joint Conference Board, M. F. Fitzgerald; Delegates to C. L. U., Francis Sullivan and William Fox; Executive Board, A. B. Champion, Jesse Hey, William Burk, Thomas Walsh, Frederick E. Keough, George Mingins, George H. Chase and Walter Gibson.

#### Div. No. 262, Norwich, Conn.

President, O. L. Christianson; First Vice-President, George Raymond; Second Vice-Pres-

ident, John Gleason; First Recording Secretary, William Barwell; Second Recording Secretary, Arthur Jackson; Financial Secretary-Treasurer, William Sweet; Correspondent, J. V. Neary; First Conductor, William Reardon; Second Conductor, Eugene Cass; First Warden, Robert Donahue; Second Warden, Albert McNulty; First Sentinel, George Taylor; Second Sentinel, Frank Hero; Delegate to Joint Conference Board, J. V. Neary; Executive Board, O. L. Christianson, Chairman, J. V. Neary, John Gleason, Arthur Jackson, Irvin Cruthers and George Leonard.

#### Div. No. 265, San Jose, Cal.

President, S. A. Perry; Recording Secretary, S. W. Smith; Financial Secretary, F. C. Vierke.

#### Div. No. 268, Cleveland, Ohio.

President, Fred Telschow; Recording Secretary, A. R. Griffith; Financial Secretary, W. M. Rea; Treasurer, W. J. Couch; Business Agent, Fred Schultz.

#### Div. No. 269, Danbury, Conn.

President, Samuel H. Everett; Recording Secretary, Herman Hirsch; Financial Secretary-Treasurer, John E. Banks.

#### Div. No. 270, Gloucester, Mass.

President, William F. Poole; Vice-President, Ralph C. Bragdon; Secretary and Collector, William J. Pratt; Treasurer, Millard J. Whidden; Warden, Frank D. Cook; Conductor, J. R. Spencer; Sentinel, Edward Babson.

#### Div. No. 272, Youngstown, O.

President, H. R. Miller; Recording Secretary, R. J. Jenkins; Financial Secretary, Wm. Stone; Treasurer, A. P. Crepps; Business Agent, M. J. Lyden.

#### Div. No. 276, Stockton, Cal.

President, George Dean; Secretary, Allen H. McKilloan; Treasurer, Wm. S. Thompson.

#### Div. No. 279, Ottawa, Ont.

President, W. Deevy; Recording Secretary, V. Bolvin; Financial Secretary, Fred Golding; Treasurer, E. Earle.

#### Div. No. 280, Lowell, Mass.

President, Fred Crowley; Recording Secretary, John J. Kelly; Financial Secretary-Treasurer, Thomas C. Sullivan.

#### Div. No. 281, New Haven, Conn.

President, Hugh J. Gartland; Vice-President, Thomas J. Reilly; Financial Secretary, James J. Lynch; Treasurer, Daniel B. McKay.

#### Div. No. 282, Rochester, N. Y.

President, W. F. Ebner; Recording Secretary, C. A. Herrick; Financial Secretary and Business Agent, J. J. O'Sullivan; treasurer, P. H. Arthur.

#### Div. No. 284, Nashua, N. H.

President, F. Roy; Secretary, J. C. O'Hare; Treasurer, J. M. Sullivan.

#### Div. No. 285, Steubenville, O.

President, W. H. Ralston; Recording Secretary, Clyde Skipper; Financial Secretary, David Starr; Treasurer, Charles Rathrock.

#### Div. No. 293, Marion, Ill.

President, George White, Jr.; Recording Secretary, Rufus Elmore; Financial Secretary-Treasurer, J. C. Ferguson, Jr.; Business Agent, R. F. Lowe.

#### Div. No. 302, Marinette, Wis.

President, Louis Porter; Recording Secretary-Treasurer, John Herscheld; Financial Sec-

retary, Leander Combes; Business Agent, Oscar Carlander.

#### Div. No. 304, Glens Falls, N. Y.

President, Bion Palmer; First Vice-President, Henry Newton; Second Vice-President, Arthur Wood; Recording and Financial Secretary, Henry Arnold; Treasurer, Ashton Hartman; Correspondent, Joseph Light; Conductor, Frank Crannell; Warden, Phillip Corbet; Sentinel, Herbert Wells; Executive Committee, Louis Lavalley, John Sullivan, Carl Ottenburgh, Henry Newton, Bion Palmer, George Simonds, Ed. Harvey, John Beswick and John Hackett.

#### Div. No. 308, Chicago, Ill.

President, John J. Bruce; Secretary-Treasurer, W. S. McClenathan.

#### Div. No. 312, Davenport, Iowa.

President, Oscar Carstens; Secretary, H. F. Bowker; Treasurer, Chris Christensen.

#### Div. No. 313, Rock Island, Ill.

President, Jas. C. Kinsley; Secretary, Jas. F. McCabe; Treasurer, F. O. Reddig.

#### Div. No. 329, Dubuque, Iowa.

President, C. M. Carroll; Recording Secretary, F. G. Smith; Financial Secretary-Treasurer, J. H. Beadle.

#### Div. No. 333, Battle Creek, Mich.

President, J. K. Clarke; Recording Secretary, George C. Schweder; Financial Secretary-Treasurer, Claude B. Onsted.

#### Div. No. 334, Boone, Iowa.

President, James Cutler; Vice-President, Walter Hardie; Secretary, A. C. White; Treasurer, Roy Smith; Conductor, Chris. Engler; Warden, John Washington; Sentinel, Fred Birdsey; Correspondent, Harold Crawford; Executive Board, James Cutler, James Wallace, Roy Smith, John Hartman, Walter Hardie and Harry Smith.

#### Div. No. 358, Cumberland, Md.

President, Robert F. Nelson; Recording Secretary, E. T. Stover; Financial Secretary-Treasurer, A. W. Carroll.

#### Div. No. 360, Alliance, O.

President, H. W. Whitacre; Secretary, I. A. Watson; Treasurer, J. Lalliment.

#### Div. No. 373, Hyde Park, Mass.

President, James Quinn; Vice-President, Daniel McNamara; Recording Secretary, Harry J. Conlan; Financial Secretary-Treasurer, John A. Lyman; Conductor, Thomas Carver; Warden, Thomas F. Devine; Sentinel, Fred Lipps; Executive Board, James Quinn, Percy A. Chamberlain and Albert Tays.

#### Div. No. 343, Kalamazoo, Mich.

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#### Div. No. 379, Niles, O.

President, F. B. Corey; Recording Secretary, R. Bailey; Financial Secretary-Treasurer, L. Wilson.

**Div. No. 380, Elyria, O.**

President, H. A. Minger; Recording Secretary, John Ruffner; Financial Secretary, F. E. Hull; Treasurer, F. Gary.

**Div. No. 381, Butte, Mont.**

President, John S. Stevens; Secretary, Samuel L. Anderson; Treasurer, J. S. Babb.

**Div. No. 382, Salt Lake City, Utah.**

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**Div. No. 388, Newburgh, N. Y.**

President, Samuel J. Gibson; Secretary, Guy E. MacDowell; Treasurer, Robert E. Kehoe.

**Div. No. 389, Mansfield, O.**

President, Harker Enlow; Vice-President, A. R. Carter; Recording Secretary, Glen W. Pry; Financial Secretary, George H. Kurts; Treasurer, Willard Whisler; Conductor, Harley Humphreys; Warden, Roy H. Linn; Sentinel, Elmer Au; Correspondent, George E. Schuler; Executive Board, Harker Enlow, Glen W. Pry, R. Carter, Elmer Au, Willard Whisler, George Cramer and George H. Kurts.

**Div. No. 398, Boise, Idaho.**

President, Ralph C. Bradley; Secretary, Roy E. Roberts; Treasurer, I. D. Reed.

**Div. No. 408, McAlester, Okla.**

President, William H. Cox; Recording Secretary, Z. J. Boone; Financial Secretary, S. E. McCully; Treasurer, A. B. Goodner.

**Div. No. 416, Peoria, Ill.**

President, John Conlon; Recording Secretary, Robert Hoyt; Financial Secretary-Treasurer, Jerry Burnette.

**Div. No. 418, Ogden, Utah.**

President, A. Ramsden; Secretary, I. E. Gardner; Treasurer, William Harrington.

**Div. No. 421, Mt. Carmel, Pa.**

President, James J. Delaney; Vice-President, Lot Hepner; Secretary, Charles R. Raudenbush; Treasurer, Edward Young; Correspondent, William Killhefner; Warden, William Martin; Sentinel, John Edwards; Executive Board, James J. Delaney, John Hogan, Frank Sandler, Edward Young, Chris Noble and Charles Raudenbush.

**Div. No. 425, Hartford, Conn.**

President, Francis H. Kelly; Recording Secretary, Andrew F. O'Meara; Financial Secretary, Michael J. Morkan; Treasurer, David J. Rourke; Business Agent, Edward P. Lawton.

**Div. No. 430, Mauch Chunk, Pa.**

President, Dennis J. Dugan; Recording Secretary, John McKeever; Financial Secretary-Treasurer, E. M. Hildebrand.

**Div. No. 433, Lansford, Pa.**

President, C. J. Mulderick; Secretary, W. M. Frick; Treasurer, J. R. McCready.

**Div. No. 441, Des Moines, Ia.**

President, W. H. Clark; Recording Secretary, W. Hollingworth; Financial Secretary and Business Agent, J. B. Wiley; Treasurer, J. H. Beard.

**Div. No. 443, Stamford, Conn.**

President, Charles Hausherr; Vice-President, W. B. Marden; Recording Secretary, J. P. Boesen; Financial Secretary, Ed. McGee; Treasurer, J. H. Wubbenhorst; Conductor, T. Cuddy; Warden and Sentinel, J. Strachan; Correspondent, T. Cuddy; Delegate to Connecticut Conference Board, J. H. Wubbenhorst; Delegates to C. L. U., E. Canfield, H. Benedict and W. B. Marden; Executive Board, Chas. Hausherr, N. McLaughlin, M. McMahon, H. Champion, J. H. Wubbenhorst, W. B. Marden, Ed. McGee, J. Sullivan and Charles Berger.

**Div. No. 448, Springfield, Mass.**

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**Div. No. 452, Thompsonville, Conn.**

President, Claude C. Estelle; Recording Secretary, Peter J. Moran; Financial Secretary-Treasurer, Frank W. Lovejoy.

**Div. No. 455, Portsmouth, O.**

President, Edgar J. Gore; Recording Secretary, Robert Strother; Financial Secretary-Treasurer, A. J. Workman.

**Div. No. 456, Madison, Wis.**

President, A. Alverson; Recording Secretary, George Helland; Financial Secretary-Treasurer, E. E. Raymond.

**Div. No. 459, Bridgeport, Conn.**

President, John Dooley; Vice-President, James Moran; Treasurer, John O'Neill; Recording Secretary, Joseph Plunkett; Financial Secretary, Patrick Kelly; Correspondent, Joseph Dunigan.

**Div. No. 470, Franklin, Pa.**

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**Div. No. 476, Norwalk, Conn.**

President, Fred W. F. Andrews; Recording Secretary, Albert F. Berg; Financial Secretary, Harry F. Ainsworth; Treasurer, Howard N. Godfrey.

**Div. No. 477, Philadelphia, Pa.**

President and Financial Secretary, Harry F. Flynn; Recording Secretary, Simon Carroll; Treasurer, Ellis A. Morgan.

**Div. No. 479, Middletown, Conn.**

President, John L. Sullivan; Recording Secretary, Francis A. Rutledge; Financial Secretary-Treasurer, Timothy D. Sullivan.

**Div. No. 481, Port Chester, N. Y.**

President, George H. Smith; Recording Secretary, Louis A. Schmaling; Financial Secretary, Edwin F. Mead; Treasurer, George W. Sage.

**Div. No. 482, New London, Conn.**

President, William McDougall; Recording Secretary, Harry W. Whittlesey; Financial Secretary-Treasurer, A. Swarlin.

**Div. No. 484, Kewanee, Ill.**

President, W. S. Benson; Recording Secretary, G. H. Turner; Financial Secretary-Treasurer, G. O. Hoebboom.

**Div. No. 489, Dalton, Pa.**

President, H. H. Carpenter; Recording Secretary, H. D. Gardner; Financial Secretary, W. S. Dymond; Treasurer, A. T. Howell.

**Div. No. 490, Yonkers, N. Y.**

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**Div. No. 495, Helena, Mont.**

President, Andy Lyle; Secretary, Benjamin Wallace; Treasurer, George Douglas.

**Div. No. 496, Pittsfield, Mass.**

President, Maurice J. Cavanaugh; Recording Secretary and Business Agent, Owen G. Monroe; Financial Secretary, Roger H. McCoy; Treasurer, John W. Casey.

**Div. No. 497, Pittsburg, Kan.**

President, Walter Glenn; Recording Secretary, W. H. Matthews; Financial Secretary-Treasurer, James L. Ward.

**Div. No. 498, Mt. Vernon and New Rochelle, N. Y.**

President, Edward Walsh; Recording Secretary, Maurice F. Stevenson; Financial Secretary-Treasurer, John J. Kearns.

**Div. No. 503, Haverhill, Mass.**

President, John Rourke; Recording Secretary, Hasen S. Huntington; Financial Secretary-Treasurer, George Boner.

**Div. No. 506, Rensselaer, N. Y.**

President, Sidney P. Coon; Recording Secretary, Harris J. Allendorph; Financial Secretary-Treasurer, Charles J. Keebler.

**Div. No. 507, Marengo, Ill.**

President, E. A. Bell; Recording Secretary, E. E. Hall; Financial Secretary-Treasurer, H. F. Thomas.

**Div. No. 508, Halifax, N. S.**

President, Damian Sampson; Recording Secretary, Morris H. Hill; Financial Secretary-Treasurer, J. A. McNeill.

**Div. No. 513, Bartonville, Ill.**

President, Gilmer Wald; Recording Secretary, W. L. Roberson; Financial Secretary-Treasurer, W. F. Bowker.

**Div. No. 515, Galesburg, Ill.**

President, H. S. Lucas; Vice-President, J. E. Durbin; Recording Secretary, J. B. Swinger; Financial Secretary-Treasurer, E. U. Brown; Corresponding Secretary, A. O. Morningstar; Conductor, Fred Palm; Warden, T. L. Jordan; Sentinel, Walter Baldwin; Business Agent, H. L. Pople; Executive Board, W. Z. Orner, J. F. Potter, G. B. Johnson, E. U. Brown and Fred Boostrom.

**Div. No. 516, Middletown, N. Y.**

President, Edward Harold; Recording Secretary, George R. Butts; Financial Secretary-Treasurer, William Doan; Business Agent, William Babcock.

**Div. No. 517, Gary, Ind.**

President, John Resh; Vice-President, L. F. Maybaum; Recording Secretary, A. W. Stage; Financial Secretary-Treasurer, S. B. Ward; Warden, H. D. Viant; Sentinel, Chas. Orndorff; Correspondent, R. S. Berlin; Executive Board, John Resh, Walter Brown, Wm. Lawrence, C.

E. Mains and R. S. Berlin; Delegates to Lake County T. and L. Council, L. F. Maybaum and Wm. Lawrence.

**Div. No. 518, San Francisco, Cal.**

President, Ed. D. Vandeleur; Vice-President, Irving Watson; Secretary-Treasurer, Joe Giguere; Recording Secretary, Jack Dwyer; Sentry, J. Dolan; Correspondent, Ed. Noel; Executive Board, F. Brainard, Tom Fayne, F. E. Davidson, J. Williams, F. Stone, S. W. Chadbourne, J. Phelan and Jens Jensen; Delegates to the Labor Council, F. E. Davidson, Henry Rowe, Joe Vaughan, F. Rafael, J. Turner, C. H. Smith and J. Corrigan.

**Div. No. 519, LaCrosse, Wis.**

President, Peter F. Sieger; Recording Secretary, Charles Kanter; Financial Secretary, A. R. Ruegg; Treasurer, Emil F. Ristow.

**Div. No. 524, Oskaloosa, Iowa.**

President, James M. Oliverson; Recording Secretary, Charles Wray; Financial Secretary-Treasurer, John M. Reeder.

**Div. No. 528, Tarentum, Pa.**

President, F. C. Murphy; Vice-President, J. G. Powell; Recording Secretary, James A. Hazlett; Financial Secretary-Treasurer, W. G. Hazlett.

**Div. No. 537, Holyoke, Mass.**

President, John J. Kans; Recording Secretary, Thomas Weir; Financial Secretary, David E. Day; Treasurer, Benjamin Halley.

**Div. No. 540, Trenton, N. J.**

President, David H. Coleman; Recording Secretary, C. R. Wilson; Financial Secretary, C. H. Gibbs; Treasurer, W. F. Roberts.

**Div. No. 542, Waterloo, N. Y.**

President, C. E. Bloss; Recording Secretary, Robert McMahon; Financial Secretary-Treasurer, Thos. F. Coggins; Business Agent, M. F. Tracy.

**Div. No. 543, Columbus, O.**

President, William Ryan; Recording Secretary, E. M. Tinklepaugh; Financial Secretary-Treasurer, S. E. Doolan.

**Div. No. 544, Williamstown, Pa.**

President, Daniel W. James; Recording Secretary, Enoch Williams; Financial Secretary-Treasurer, H. W. Rank.

**Div. No. 545, Missoula, Mont.**

President, T. W. Stewart; Recording Secretary, G. V. Richards; Financial Secretary, George C. Toler; Treasurer, W. S. Jameson.

**Div. No. 549, Northampton, Mass.**

President, J. D. Whalen; Vice-President, L. Dayton; Recording Secretary, C. E. Hendrick; Financial Secretary-Treasurer, G. W. Lawler; Conductor, J. J. Griffin; Warden, Wm. Thompson; Sentinel, Jos. Fischer; Correspondent, C. E. Hendrick; Joint Conference Delegate, J. D. Whalen; Executive Board, J. D. Whalen, L. C. Dayton, E. I. Gray, E. F. Howe and Albert Lamson.

**Div. No. 551, Lowell, Mass.**

President, Edward Sweeney; Recording Secretary, Edward D. Tuoke, Jr.; Financial Secretary, John J. Flannery; Treasurer, David Gilchrist; Business Agent, Clyde Whitten.

**Div. No. 557, Joliet, Ill.**

President, C. W. Hadlock; Financial Secretary, P. M. Park.

**Div. No. 558, Shreveport, La.**

President, J. B. Lawson; Recording Secretary, W. Stinson; Financial Secretary, J. D. Copp; Treasurer, W. G. McKinney.

**Div. No. 560, Saratoga Springs, N. Y.**

President, Ward Harris; Recording Secretary, George J. Clements; Financial Secretary-Treasurer, Frank Beaulieu.

**Div. No. 563, Lansing, Mich.**

President, H. L. Chamberlain; Recording Secretary, James Douglas; Financial Secretary, D. McConnell; Treasurer, Glenn S. Hicks.

**Div. No. 564, Trenton, N. J.**

President, Thaddeus Burns; Vice-President, Jos. Madeley; Recording Secretary-Treasurer, Harry R. Stradling; Financial Secretary, John F. McCarthy; Executive Board, Thaddeus Burns, John Burns, Jos. Webster, Harry Stradling, John McCarthy; Day Warden, D. W. Bilger; Night Warden, Jos. Feo; Day Sentinel, E. Halsey; Night Sentinel, William Ryan; Day Conductor, George Manz; Night Conductor, William Hensor.

**Div. No. 568, Erie, Pa.**

President, Harry Solomon; Recording Secretary, E. W. Osborne; Financial Secretary-Treasurer, R. O. Osborne.

**Div. No. 569, Edmonton, Alta.**

President, W. H. Clarke; Vice-President, J. H. Zelle; Financial Secretary, J. E. White; Recording Secretary, H. Stagg; Warden, D. Petree; Sentinel, J. Witherell; Executive Board, A. J. Campbell, A. R. Mason, W. Palmer, G. Maxwell, C. Sayle, J. H. Zelle, W. Peacock, C. Peacock, E. Ward.

**Div. No. 570, Waterbury, Conn.**

President, Lawson H. Luth; Vice-President, William Donahue; Recording Secretary, George B. Degnan; Financial Secretary-Treasurer, Thomas Berube; Warden, Albert Auringer; Sentinel, George Herman; Executive Board, Lawson H. Luth, William Donahue, Thomas Berube, George Degnan and David Scully; Delegates to the Central Labor Union, Joseph Baker and George Herman; Conference Board Delegate, Lawson H. Luth.

**Div. No. 572, Frostburg, Md.**

President, Joseph T. Davis; Secretary, Webster Rephorn; Treasurer, Henry A. Price.

**Div. No. 575, Greenville, Texas.**

President, L. H. Peyton; Recording Secretary, E. F. Bristow; Financial Secretary, W. H. Sumnerlin; Treasurer, Ollie Yost.

**Div. No. 576, Schenectady, N. Y.**

President, Grant Wilbur; Recording Secretary, J. R. McKenna; Financial Secretary, N. H. Tefft; Treasurer, E. V. Sterling.

**Div. No. 577, Augusta, Ga.**

President, J. S. McKinney; Vice-President, A. D. Sheppard; Recording Secretary and Correspondent, E. F. Toole; Financial Secretary and Treasurer, C. McDaniel; Conductor, C. C. Caldwell; Warden, J. C. Bell; Sentinel, M. Cook; Representative to Augusta Federation of Trades, E. F. Toole, C. McDaniel, S. L. Gray, J. M. Holland and R. N. Ball; Executive Board, J. A. Chavel, T. B. Johnson, C. J. Eilenberg, G. M. Seizler, A. D. Sheppard.

**Div. No. 580, Syracuse, N. Y.**

President, Owen Lynch; Recording Secretary, Joseph Marte; Financial Secretary, John E. Drohan; Treasurer, E. J. McNamara.

**Div. No. 582, Utica, N. Y.**

President, J. Largey; Vice-President, R. Tallman; Secretary and Business Agent, P. T.

Noon; Executive Board, J. Largey, G. K. Roberts, J. Baker, J. Kelly, D. Dowd, A. J. Hiltz, J. T. Dickinson, D. Jones, S. Senn; Third Rail Committee, J. L. Hall and J. Smith; Shop Committee, G. A. Durnbeck, J. Dickson, J. D. Hughes, J. P. Mullarkey and H. Platt.

**Div. No. 587, Seattle, Wash.**

President, S. J. Wallace; Vice-President, J. W. Purkey; Recording Secretary, L. Budd; Financial Secretary, L. E. Forsythe; Correspondent, W. E. Lackey; Executive Board, S. J. Wallace, R. H. Heston, J. Jensen, D. A. Davis, Thomas Waters and U. S. Tibbitts.

**Div. No. 588, Regina, Sask.**

President, James A. Regan; Recording Secretary, George H. Sims; Financial Secretary-Treasurer, W. Norman.

**Div. No. 589, Boston, Mass.**

President, Thomas G. Doyle; Recording Secretary, Owen P. Moore; Financial Secretary-Treasurer, Charles N. Ross; Business Agent, Matthias J. Nesdale.

**Div. No. 590, Columbia, S. C.**

President, A. A. Gerald; Recording Secretary, L. T. Gerald; Financial Secretary-Treasurer, John W. Ballantine; Business Agent, M. O. Nichols.

**Div. No. 591, Hull, Quebec.**

President, Joseph St. Jean; Vice-President, W. Sutherland; Recording Secretary, N. E. Cormier; Financial Secretary, Joseph Noel; Treasurer, J. J. Gibeault; Executive Board, George Ducharme, J. Larose, Joseph St. Jean, J. Routliffe, W. Sutherland, C. Boucher, G. Proulx, G. Lajoie and L. Gibeault.

**Div. No. 592, Fredonia, N. Y.**

President, Lee Kierstead; Vice-President, John Tripp; Financial Secretary, K. F. Piehl; Recording Secretary, Wm. Anderson; Conductor, John Fagan; Warden, S. E. Woodard; Sentinel, Chas. Westerling; Correspondent, Z. W. Olds; Joint Conference Board, Lee Kierstead and John Tripp; Trustees, B. M. Todd, Geo. Allen and Frank Cross; Executive Board, Chas. Cross, James McCubbin, John Mackintosh and Clyde Weston.

**Div. No. 595, Salem, N. H.**

President, Walter Langmaid; Vice-President, Otis Giles; Recording Secretary, William Murray; Financial Secretary-Treasurer, G. W. Berry; Conductor, A. Terrill; Warden, Howard W. Trout; Sentinel, Lewis Mann; Correspondent, James W. Quill; Executive Board, Walter Langmaid, V. Henderson, L. Powers, William Murray, D. McLean, A. Hoyt, J. J. Curtain, C. F. Elsdell, W. E. Morrill, G. Wiggins and A. W. Hopkinson.

**Div. No. 598, Crown Point, Ind.**

President, Charles E. Swesey; Recording Secretary, M. Spitz; Financial Secretary-Treasurer, G. E. Forsyth.

**Div. No. 599, Muscatine, Iowa.**

President, William F. Hathaway; Recording Secretary, H. W. Saevenson; Financial Secretary, Frank S. Wilford; Treasurer, Charles Crow.

**Div. No. 600, Waltham, Mass.**

President, Wm. T. Egan; Vice-President, Wm. Marresette; Recording Secretary, Matthew Moran; Financial Secretary-Treasurer, Francis Burbank; Sentinel, James Slemin; Warden, Frank Jameson; Correspondent, John H. Kenney.

**Div. No. 601, Westerly, R. I.**

President, John Branch; Recording Secretary, G. Kinnmouth; Financial Secretary, L. F. Mead; Treasurer, W. A. Thurston.

**Div. No. 607, Marshalltown, Iowa.**

President, Earl Ennis; Secretary, C. H. Mason; Treasurer, F. S. Hartley.

**Div. No. 610, Charleston, S. C.**

President, W. H. Wohlbold; Recording Secretary, J. H. Coleman; Financial Secretary, P. A. McBride; Treasurer, A. J. Orvin.

**Div. No. 615, Saskatoon, Sask.**

President, F. Walsh; Recording Secretary, E. M. Covey; Financial Secretary, C. A. Benoit; treasurer, H. Hald.

**Div. No. 618, Providence, R. I.**

President, Michael J. Cahill; Secretary, Chris Daniels; Treasurer, George E. Stone; Business Agent, James H. Coleman.

**Div. No. 620, Framingham, Mass.**

President, W. C. Wright; Vice-President, A. A. Rugg; Recording Secretary, F. E. Fletcher; Financial Secretary, R. J. Feeley; Treasurer, A. D. Neal; Executive Board, P. J. Mooney, S. Livingston, T. M. Byrnes, G. Cantello, A. Willard, A. Albee, J. Ball; Early Warden, G. Marsh; Late Warden, M. J. Sling; Corresponding Secretary, F. E. Fletcher.

**Div. No. 622, Peterboro, Ont.**

President, James Collins; Vice-President, B. Weart; Recording Secretary, J. Drummond; Financial Secretary, J. Mowat; Treasurer, W. J. Young; Conductor, J. Hoolihan; Warden, J. Rutherford; Dues Collector, C. Morton; Correspondent, W. Davis; Auditors, Bros. T. Gowen and A. Storey.

**Div. No. 623, Buffalo, N. Y.**

President, Frank O'Shea; Recording Secretary, Frank Reilly; Financial Secretary-Treasurer, Robert C. Bronson; Business Agent, Clarence F. Conroy.

**Div. No. 624, Buffalo, N. Y.**

President, William Gall; Secretary, J. Veblocker; Financial Secretary-Treasurer, F. W. Ball.

**Div. No. 627, Cincinnati, O.**

President, Harry Smyth; Vice-President, John Nester; Recording Secretary, R. Barnes; Financial Secretary, A. L. Spradling; treasurer, Daniel Murnahan; Correspondent, Fred Pavely; Conductor, H. Brennan; Warden, Frank Peters; Sentinel, D. Dolan; Executive Board, E. Brophy, S. McCaffey, J. W. Ross, C. Boyden, R. Fogle, W. W. Smith, A. Hawbrock, R. W. Lovett and George Gray.

**Div. No. 628, Covington, Ky.**

President, Chris Cline; Recording Secretary, P. K. Peck; Financial Secretary, C. A. Cummins; Treasurer, J. Gaynor.

**Div. No. 634, Cincinnati, O.**

President, W. Littell; Secretary-Treasurer, F. A. Heizer.

**Div. No. 638, Cedar Rapids, Iowa.**

President, Harry Ambler; Vice-President, R. M. James; Secretary, O. W. Rush; Treasurer, J. S. Kitterman; Executive Board, Harry Ambler, T. A. Rude, Al R. Kahler, R. M. James and O. J. Frutchey.

**Div. No. 639, Lexington, Ky.**

President, Eugene Sutherland; Recording Secretary, Tariton Robinson; Financial Secretary, H. L. Thomas; Treasurer, J. M. Anderson.

**Div. No. 641, Shamokin, Pa.**

President, Charles Janaskie; Recording Secretary, Edward Hehr; Financial Secretary-Treasurer, George W. Renn, Jr.

**Div. No. 645, Indianapolis, Ind.**

President, Albert H. Brown; Recording Secretary, Willis Kilburn; Financial Secretary-Treasurer, William F. White.

**Div. No. 650, Saybrook, Conn.**

President, Harry M. Hoyt; Recording Secretary, Arthur E. Hefflon; Financial Secretary-Treasurer, Arthur S. Harrington; Business Agent, Joseph G. Robertson.

**Div. No. 651, Billings, Mont.**

President, Walter Toole; Secretary-Treasurer, Allen E. Melick.

**Div. No. 652, Brookfield, Mass.**

President, John G. McNamara; Recording Secretary, Walter J. Dubois; Financial Secretary, L. Napoleon Moreau; Treasurer, Everett L. Nutter.

**Div. No. 654, Hubbard, O.**

President, J. W. Aldrich; Recording Secretary, L. H. Button; Financial Secretary, George Foreman; Treasurer, J. A. Fink.

**Div. No. 657, Monessen, Pa.**

President, Robert Callihan; Vice-President, Ellis Allman; Recording Secretary, Thomas Reed; Financial Secretary-Treasurer, George Mills; Executive Board, Robert Callihan, Geo. Fullmer, Ira Deems, Steven Buchanan and Alfred Wildeman; Correspondent, Thomas Sims.

**Div. No. 660, Centralia, Ill.**

Silas Kintsinger, President; Andrew Swan, Vice-President; Curt Howell, Financial Secretary; F. G. Greear, Recording Secretary and Treasurer; Ernest Bauer, Warden and Sentinel; Eugene Sellman, Business Agent; Committees were appointed as follows: Executive Board, Silas Kintsinger, Wm. Beier, F. J. Flanders, Walter Hough, Gustav Schnake; Auditing Committee, Wm. Beier, Geo. Perry, F. G. Flanders.

**Div. No. 662, Pueblo, Col.**

President, J. W. Biggs; Vice-President, D. A. Spencer; Recording Secretary, Earl Kouns; Financial Secretary-Treasurer, C. A. Turner; Correspondent, C. A. Foster; Conductor, George W. Hough; Warden, John Tully; Sentinel, H. W. Hopwood; Executive Board, A. E. Leach, John Tully, Alva Sefton and William Slagle; Delegates to Trades Assembly, J. W. Biggs, Charles G. Easterly, C. O. Nyberg, William Pitcock, R. E. Perkins and George P. Legler.

**Div. No. 663, St. John, N. B.**

President, Charles B. McLean; Recording Secretary, Albert E. Vowles; Financial Secretary-Treasurer, F. A. Hamilton.

**Div. No. 664, Great Falls, Mont.**

President, A. P. Duncan; Recording Secretary, R. C. Arthur; Financial Secretary-Treasurer, O. F. Stafford.

**Div. No. 669, Auburn, N. Y.**

President, Henry J. Barrette; Recording Secretary, E. Wiley; Financial Secretary, Stephen Norris; Treasurer, Wilton Cox.

**Div. No. 673, New Bedford, Mass.**

President, William Beauregard; Recording Secretary, Edward Doran; Financial Secretary, William J. Kelly; Treasurer, Sherman Chamberlain.

**Div. No. 674, Fort Smith, Ark.**

President, D. C. Davies; Recording Secretary, P. H. Wasson; Financial Secretary-Treasurer, Oscar Davis; Business Agent, W. E. Crissy.

**Div. No. 678, Mars, Pa.**

President, C. A. Profit; Secretary, William E. Staaf; Treasurer, C. O. Fry.

**Div. No. 679, Du Bois, Pa.**

President, George W. Solida; Recording Secretary, Leonard K. Johnston; Financial Secretary, Guy E. Wing; Treasurer, Allie L. Titus.

**Div. No. 681, Oswego, N. Y.**

President, Henry Matott; Recording Secretary, Ray Darling; Financial Secretary, M. H. Daly; Treasurer, Fred Craigie.

**Div. No. 682, Fort Wayne, Ind.**

President, Jesse E. Mills; Recording Secretary, James G. Lacey; Financial Secretary, Ralph Mann; Treasurer, Harley G. Rittenhouse.

**Div. No. 683, Bartlesville, Okla.**

President, E. E. Cooper; Secretary, H. L. Geary; Treasurer, J. M. Grady.

**Div. No. 685, Brantford, Ont.**

President, Alfred Parmenter; Recording Secretary, John Simpson; Financial Secretary-Treasurer, Daniel G. McCloy.

**Div. No. 686, North Bennington, Vt.**

President, John H. Shanahan; Recording Secretary, Frank L. Stearns; Financial Secretary-Treasurer, John B. James; Business Agent, John J. Guiden.

**Div. No. 691, Springfield, Mo.**

President, William Gooch; Vice-President, E. D. Sage; Secretary-Treasurer, W. H. Scott; Sergeant at Arms, Warren Smith.

**AUGUSTA, GA., AGREEMENT.**

State of Georgia, Richmond County, ss.—  
THIS AGREEMENT, entered into this, the first day of January, 1916, between Division 577 of the Amalgamated Association of Street and Electric Railway Employees of America, as parties of the first part, hereinafter called the Association,

Thomas W. Loyless, A. J. Allen, Thomas P. Verdry, E. H. Calloway and J. L. Janes, as mediation committee representing the Citizens of Augusta, and the Augusta-Aiken Railway & Electric Corporation, parties of the second part, hereafter called the company.

**WITNESSETH:**

(1) That the present existing agreement between the company and the Association, entered into through the Mediation Board on October 18th, 1912, and renewed in December, 1913, and January, 1915, has proved satisfactory in all respects to all parties.

(2) That the company through its properly accredited officers will continue to treat with the Association acting through its proper officers.

(3) All differences arising between the parties hereto (except those of suspension and discharge of employes, and those may be referred, when necessary, to the Mediation Board for recommendation on arbitration), shall be adjusted as follows:

They shall be submitted to the Superintendent of the company by the properly accredited officers of the Association, and if they cannot agree, the General Manager shall be called into conference. If, after such conference, the difference shall remain, the case shall be submitted to a Board of Arbitrators as soon as possible, said board to be constituted as follows: two to be selected by the company, two to be selected by the Association, and the fifth to be selected by the Arbitrators selected by the company and the Association. Each party shall pay its own Arbitrators, and the parties hereto shall jointly pay the fifth Arbitrator. A decision of such Board (on all differences referred to them), shall be final and binding on both parties hereto.

(4) No member of the Association suspended for misconduct or any other cause except

reporting late for duty, shall be required to report until the last regular reporting of the day preceding the expiration of his suspension. Any member who may be suspended or discharged for any cause whatever, who is, after proper and mutually authorized investigation, found not guilty of the offense for which he was suspended or discharged, shall be reinstated to his former position and be paid for the time lost, at the same rate he would have received had he been operating his car.

(5) The extra list of motormen and conductors shall be mutually agreed to after the new arrangement or runs has been given a thorough trial.

(6) Runs open any day at 6 p. m. for the next day will be signed up for according to seniority of the men as they stand on the extra list for the next day. Extra men will rotate as at present.

This section shall be construed to refer to extra men for runs of regular men that are open each day and that are to be operated by the men on the extra list. It shall not refer to be applicable to days calling for more than the average number of extra cars required for the traffic.

Regular and extra men, when ordered for extra duty, shall be paid for time from the time they are required to report at the barn until they are finally relieved.

(7) It is further agreed that during Fair Week or on unusual occasions, when traffic conditions make it necessary, regular men, and extra men on regular runs, will work longer hours than their runs call for, if there are no men available to relieve them.

(8) By "regular runs" is meant runs posted for choice by seniority to take effect January 10th, 1916, which runs will have no less than nine (9) hours each. In the future, if traffic conditions are such as to demand a lesser headway, then any additional runs will be considered as "extra" runs and will be assigned to extra men on list.

(9) During the life of this agreement the wage scale shall be as follows, per hour, covering the three years 1916, 1917 and 1918:

	Year of 1916	Year of 1917	Year of 1918
First Year Service...	20c	20c	20c
Second Year Service...	21c	21c	21c
Third Year Service...	22c	22c	22c
Fourth Year Service...	23c	23c	23c
Fifth Year Service...	24c	24c	24c
Sixth Year Service and thereafter .....	24c	25c	26c

(10) It is further agreed that the men will be permitted to select regular runs according to seniority every three months, no swapping of runs to be allowed without specific permission. Any vacancies occurring during the three months will be assigned to the first extra man until the next choosing time. Men will be assigned to special work, such as hauling, sprinkling or express, regardless of seniority.

(11) It is further agreed that free transportation on all lines owned by the company, in the form of a pass book, will be provided all employes covered by this agreement provided they have been in the service sixty days.

(12) It is agreed that the probationary period of new men shall be ninety days. Motormen and conductors shall be permitted to use stools on cars of the company within the limits which have already been fixed by bulletins and under the same conditions.

(13) That any member of the association who shall be elected to any office therein which shall require his absence from the employ of the company shall be granted leave of absence and upon his return he shall have his place on the company's lines and if the service of any member of the Association shall be required in the office of the Operating Department of said company for a period not exceeding thirty days, leave shall be granted and at the expiration of said period he shall take his place on the lines of the company.



(14) It is further understood and agreed upon, that between the Mediation Board, the Company and the Association, that in the consideration of the foregoing, said employees will, to the best of their ability, conduct themselves as gentlemen, be courteous to the passengers and the traveling public, and work at all times to the best interest of the company, that they will strictly comply with all rules and regulations of said company and obey all orders of the same when not in conflict with the rules and scale of wages specified in this agreement.

They further agree, at all times, to protect the property of the company from injury at their own hands and at the hands of others when in their power to do so; that in the handling of cars of all kinds they will use their best judgment to prevent injury to the property and persons of the traveling public.

(15) The stipulations and agreements herein respectively made by each of said parties, to-wit: Said Company and said Association with said Mediation Committee, and all the terms thereof, shall have the binding force of a moral agreement, holding good until January 1st, 1919, and no other contract or agreement shall be required between any of said parties.

IN TESTIMONY WHEREOF, The parties hereto have set their hands and seals by and through their proper officers.

Executed in duplicate, this, the 31st day of December, A. D. 1918.

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

DIVISION 577.

By J. S. McKINNEY, Pres.

E. F. TOOLE, Rec.-Sec'y.

MEDIATION BOARD.

THOS. W. LOYLESS, Chairman.

AUGUSTA-AIKEN RAILWAY & ELECTRIC CORPORATION.

R. W. SPOFFORD, General Manager.

## MEMBER DISAPPEARS; INFORMATION SOUGHT.

Quincy, Mass.—Just at present Div. No. 353 is involved in an election dispute. In our recent election two candidates for financial secretary each had 92 votes. A recount resulted in Candidate Egan being given one majority. His opponent, Bro. Herbert Johnson, was at the time ill in the hospital. He requested President Gould to look after his interest and a second recount was made which declared Johnson elected. Candidate Egan immediately protested, and President Gould, after consultation with Bro. Egan, ordered a special election. The result of this election was that Bro. Johnson was elected by 28 votes. Although this election was held at the instance of Bro. Egan, he declared it illegal and the case has been appealed to the General Executive Board.

Officers installed by this local are: President, Wm. H. Gould; vice-president, James Corey; recording secretary, John J. Kelly; conductor, Jos. Wade; warden, Frank Morgan; sentinel, James Sullivan; auditor, Thomas Forrest; executive board, Wm. H. Gould, Frank Pitts, Thomas Ferguson; sick committee, Henry Lord, James Gilmartin; correspondent, J. D. Allen. Following installation was a sumptuous repast and entertainment. With Bro. John Mahon as accompanist songs were rendered by Bros. Wm. Childs, Arthur Holmes, James E. Murphy, M. Rossetti and McIntyre. Electa Hall was packed and a brilliant time enjoyed. Mr. Dennen of Quincy Square was the caterer. A rising vote of thanks was tendered the Hyde Park men for their attendance.

Bro. John Horgan of the East Weymouth Barn has disappeared. His description is that of a man five feet nine inches tall; weight about 175 pounds; redish hair; genial disposition. He resided in Lynn. His people reside in Cork Island, Newburyport. Information of his present whereabouts will be appreciated if forwarded to Bro. John Sullivan, East Weymouth, Mass.

Our members were sincerely sorry to hear of the death of the estimable wife of Bro. Michael Hennessey.

Bro. George Arbuckle has passed the exam. for appointment to the Metropolitan Park police, and reported January 31 at the Chauvin River Basin.

Bro. George Troupe has succeeded in raising a Charlie Chaplin mustache.

A bright baby girl has made her appearance at the home of Bro. Alfred Roughbeau.

Bro. Chub Tirrell has gone shop extra.

Bro. Morris Casey has settled in dear old Erin.

Some 35 of our members are Y. M. C. A. athletes.

Bro. Jos. Delorey is now on the police force.

Bro. Tate and wife recently enjoyed four days in New Hampshire.

Bro. George Hutchins is on a regular for 30 days.

It is rumored that Bro. Washington Ford has Hay fever.

Bro. Timothy Flaherty has ambitions.

Let's do what we can to beat out the jitney trouble. Good suggestions are to leave on time, be courteous, and assist passengers old and young and call out streets. Let's make ourselves agreeable and see what we can do to reduce the opposition of the jitney busses. In this our interest is in common with that of the company. The jitneys are stealing all the trade they can grapple with. Show the public the kind of a proposition we offer.

THE SCOUT.

## DETROIT DIGEST.

Div. No. 26 is applying to the Detroit United Railway for an increase in wage. The committee having in charge this work is composed of President Stanley Anderson, Secretary-Treasurer Neil McLellan, Business Agent Fred Cassator and Executive Board Members John T. Brannigan, Carey Ferguson and Alpha Paquette. A preliminary conference has been held and the proposition at this writing is in the hands of the company. Associated with the committee is International President W. D. Mahon. Conditions in Detroit warrant an increase in wage. The company cannot fail to recognize that fact.

Bro. L. Curtis of the Fort Street line is rejoicing in the arrival of a pair of twins in his family. He and Mrs. Curtis have the hearty congratulations and best wishes of the entire membership.

Preparations have been made for the twenty-fifth annual ball of the local, which will take place the evening of Feb. 23, Washington's Birthday, at The Pier, corner of Jefferson and Field avenues.

President Stanley Anderson and D. F. of L. Delegate Perry Ward recently appeared before the City Council in behalf of a return to Central Standard time in Detroit. It is doubtful if a change can be made without referring the matter to a referendum vote of the city. The merchants are especially interested in retaining Eastern Standard time. It means thousands of dollars of overhead expense saved to the downtown merchants and they are putting up a bitter fight against any change. Many of our merchants refused to permit their employees to be members of the Retail Clerks' Union, but are very anxious to inconvenience labor by enforcing early shopping by such intrigues as appealing to the shorter hour principle of the trade union movement and maintaining an untimely business day. For Detroit to maintain Eastern time forces three times upon the city—Eastern, Sun time and Central Standard time. While this saves overhead expense to the downtown merchants, it adds a serious overhead expense to the wage earners, who are compelled to keep their fires burning before daylight in the early morning hours.

Another measure in which the local is interested is one which will provide for the licensing and registration of labor spies—so-called detectives. It is believed that an ordinance of this character will be enacted.

ROX

## OFFICERS INSTALLED.

**Salem, N. H.**—Officers for the ensuing year recently installed by Div. No. 595 are: President, Walter Langmaid; vice-president, Otis Giles; recording secretary, William Murray; financial secretary-treasurer, G. W. Berry; conductor, A. Terrill; warden, Howard W. Trout; sentinel, Lewis Mann; correspondent, James W. Quill; executive board, Walter Langmaid, V. Henderson, L. Powers, William Murray, D. McLean, A. Hoyt, J. J. Curtain, C. F. Blaisdell, W. E. Morrill, G. Wiggins and A. W. Hopkinson.

Bro. Nick Walch and John Kelleher are again working after recovering from operations.

Bro. Flanagan is on the sick list.

Foreman Bennett of the Newburyport Barn has recovered from a recent serious but successful operation.

Our bowling team at the Salisbury Barn is anxious to hear from the Merrimac team.

It is rumored that Bro. Wharf is seriously contemplating matrimony.

Bro. Adams and Morrison each have a new boy in their family. 595.

## EX-PRESIDENT KILLED IN BATTLE.

**Saskatoon, Sask.**—Business is increasing here and our street railway system is getting on a paying basis. Let us hope it will continue to improve.

Improvement is being made on our equipment. Heaters are now installed and the conductors are happy firing up and taking the temperature.

Div. No. 615 has thirteen members at the front, and regret to report that our past president has fallen, nobly doing his duty.

We would request that those who have been conspicuous by their absence from our meetings may attend in the future and help swell the crowd, not by just turning out for their own advantage but to help make our local a greater success and help make the meetings a pleasure place for all—a sort of give and take business both socially and commercially.

Our members who are now at the front overseas in support of the country are: Bro. A. MacDonald, M. Covertly, J. Powell, T. Ketchen, C. Morin, E. Rees, J. Bowser, G. Dransfield, W. Grant, T. Simpson, W. Hartwell and H. Diver. We sincerely hope that they may be spared to receive our welcome home. COR.

## GETTING ALONG FINE.

**Marion, Ill.**—Div. No. 293 is getting along fine and extends greetings of the season to the entire Amalgamated family.

Bro. Jack Ferguson is a regular Carterville visitor. Some girl!

Bro. W. J. Albright and O. B. Hall are on the sick list.

Our interlocker on the I. C. R. R. is working better now. Wonder why?

President George W. White, Jr., of this local is again working after a recent illness.

Bro. Duke has his opinion of making carbon copies.

Bro. Nickels now has one good foot. COR.

## GET IN THE BUNCH.

**East Liverpool, O.**—The next meeting of Div. No. 52 will be held Feb. 22. Our meetings are held once a month, one month at 10:30 a. m. and the next month at 7:30 p. m. Our meetings are quite well attended, but there are some that would do much better by attending the meetings than hanging around the bullpen knocking the bunch. Come to the meetings and get in with the bunch and help run things.

Bro. E. Hummel, C. Goodman and Bob White are rejoicing upon the arrival of the stork at

their homes, leaving a girl at each place. We rejoice with them as we smoke.

Pay-enter cars are now operated on all city lines. Most of the boys are well pleased with them. Nineteen are steel and the balance are wood converted into pay-enters.

At the present writing Bros. J. Hanlon, N. Lahner, R. Floyd, Wm. Lynn, A. R. Walker, J. Barnes and J. C. Conlon are on the sick list.

The four-year-old son of Bro. A. Bailey is recovering from an operation upon his throat.

President W. B. Nicholson has the sympathy of his associate members and the entire community in the recent death of his mother.

Miss Myrtle Welch, daughter of Bro. Welch, is recovering from a serious illness. 52.

## SILVERWORKERS HAVING HARD FIGHT.

**Meriden, Conn.**—The Silverworkers of this city and Wallingford are out on strike. So far the conduct of the strike reflects great credit to the strikers. It is free from all violence. Those on strike are putting up a great silent fight. But, brothers, remember sympathy is not the only thing they deserve. Give them your support morally, and by all means financially. Your correspondent takes this opportunity of telling you that the committee you chose at your meeting is always ready to receive your donations to the strikers' relief fund. It is money well spent, and if everybody will "put his shoulder to the wheel" it will help to win a great cause. Who knows but some time we may need assistance ourselves? Isn't it best to make friends while we can? Give 50 cents a week if possible and try to make it as easy as you can for the committee. I take this opportunity of congratulating the Southington members of the Division and Bro. Gaffney of the committee for the results they have shown in this matter. They have responded fine and I hope I can say the same of the brothers on the Meriden and in my next report.

Most all of the brothers received pretty fat pay envelopes as a result of the grind they had during a recent snow storm. I am informed that the best "grinder" of all was our genial secretary, who put in 62 hours without a stop, and they say he had a good "punch" left when he finished.

We had very successful meetings on Jan. 24, both early and late. At the early meeting Bro. Flynn, international vice-president of the Silverworkers' Union, and Bro. Lockok, international president of the Flint Glass Workers, gave the day men very interesting talks on the Silverworkers' strike. At the late meeting Bro. Leary, vice-president, gave the night men some very sound facts.

A new conductor arrived a short time ago to gladden the home of Bro. and Mrs. Charles Tuttle.

SUNNY.

## PAST PRESIDENT DECLINES RE-ELECTION.

**Northampton, Mass.**—Officers installed by Div. No. 549 for the ensuing year are: President, J. D. Whalen; vice-president, L. Dayton; recording secretary, C. E. Hendrick; financial secretary-treasurer, G. W. Lawley; conductor, J. J. Griffin; warden, Wm. Thompson; sentinel, Jos. Fischer; correspondent, C. E. Hendrick; joint conference delegate, J. D. Whalen; executive board, J. D. Whalen, L. C. Dayton, E. I. Gray, E. F. Howe and Albert Lamson.

Past President Sheehan declined renomination at our recent election, as did also Recording Secretary Heley.

One new man has appeared among us and indications point to more. Let's get after them and get a button on them as fast as they come.

Bro. Walker has left the service, but I understand he intends to retain his membership.

Bro. Garen was recently married. Congratulations and thanks for the cigars 549.



**WILLIAM JAMES DONOVAN,**  
Formerly of Indianapolis, Ind., Etc.

William James Donovan, represented by the above picture, is described as 29 years old; height, five feet seven or eight inches; brown hair—may bleach it; blue eyes; anchor tattooed on his arm above the wrist; weight, 143 pounds; alleged to be a deserter from the army. He worked in Indianapolis as a street-car man in opposition to the Indianapolis local and recently left his wife and children dependent in that city. It is expected that he may be engaged in street-car work in some other section. Any information sent to William F. White, Secretary Div. No. 645, 36 United Bldg., Indianapolis, Ind., will be conveyed to the family in Indianapolis.

The Toledo Rail-Light Company is evidently endeavoring to smother the spirit of Toledo with overcrowded cars and restricted service. It is reported that the president of the company recently told a council committee that the way to relieve the congestion was to "Give us a franchise." For a franchise the company promises Toledo everything in the way of new cars, new tracks, cross-town lines and various other improvements. But Toledo seems wary of the average Toledo street railway official's "promises." It seems fearful lest the company would forget its promises in the fog of increased interest upon added bonded indebtedness that would result from the granting of the franchise. The Toledo company is running its own business "on the open shop" policy and using "open shop policy" methods to force the granting of an "open shop" franchise. Not while Toledo is awake.



**O. LANE,**  
Erstwhile Member of Div. No. 577,  
Augusta, Ga.

Request is made for information that will locate a former member of Div. No. 577, Augusta, Ga., who was registered under the name of O. Lane, who is represented by the above picture. He is described as of about 175 pounds weight; height six feet; clean shaved; thick lips; stooped shoulders; color of hair and eyes not given. There is a warrant in the hands of the police of August for his apprehension. Upon leaving his position as conductor in Augusta he entered the "secret service agency" work. This occurred in December, 1915. The last trace of him was in Florida. He left a wife and child in Augusta and is charged with being a deserter from the U. S. Army. He is known to have been a former strike-breaker. Any information that will lead to his apprehension should be forwarded to C. McDaniel, 2064 Broad St., Augusta, Ga., or to the Augusta police department.

#### **DES MOINES (IA.) FRANCHISE PROVISIONS.**

Nov. 22 last the City of Des Moines, Ia., by popular vote, approved a franchise agreed upon by the city and the Des Moines City Railway Company, in which are contained many advanced provisions in the interest of the city, patronage of the company and the employees. Many of the provisions would serve well to be respected in franchise grants by all municipalities. Extracts from the provisions of the franchise are as follows:

##### **SECTION VII.**

"*Safety and Service Regulations.* Both parties hereto agree that the first and primary purpose in making this contract is to secure to the public first class, modern street car service. The Company shall provide and

continue to operate on all its lines cars of modern design and equipment, and all of its new cars shall be equal in efficiency to the type of car described in subdivision 'e' of Section V, and shall be furnished with such improvements and appliances as shall be deemed by the two supervisors necessary and proper for the safety, convenience and comfort of the passengers, the Company's employes and the public."

Section 10 provides that:

#### SECTION X.

"The Company shall have the right to operate said railways, etc., provided further, that in the operation of its railroad by electricity, each motor passenger car shall be in control of a motorman and conductor who shall have had at least ten days' instruction under an experienced motorman or conductor, who has been in the service of this Company as a motorman or conductor for at least one year, immediately prior to such instruction."

Section 15 provides for arbitration, and reads as follows:

Babies of the workers die at an appalling *"Arbitration.* Whenever any difference shall arise between the Company and the city in regard to any of the provisions of this ordinance or the rights and powers reserved to or conferred upon the Company or the city by this ordinance or the exercise of said rights and powers by the Company or the city, or as to the obligations of the Company or the said city thereunder, or the two supervisors shall fail to agree upon any question or matter over which they have supervision or control, or any difference or differences shall arise between the Company and its employes or any division of its employes, who shall be engaged in any line of labor, about the rights or obligations existing between them, and the difference or differences are in regard to a matter or matters which might be lawfully arbitrated, and not herein excluded from arbitration, or *some other method provided herein or by law or by contract between the Company and its employes for its arbitration,* then the Company or its employes or any division or organization of its employes or the city may require such question or questions or matter or matters to be submitted to arbitration. Each of the parties to said controversy shall appoint one arbitrator within five days after written notice so to do has been given by one party to said controversy to the other party, which notice shall specify in writing the question or matter to be submitted to and to be decided by said arbitrators. The said two arbitrators so appointed shall at once proceed to decide the questions or matters submitted to them, and failing to decide the questions or matters submitted to them, said arbitrators within fifteen days after the notice for the appointment of arbitrators is given, or such additional time (not exceeding thirty days), as said arbitrators shall unanimously agree upon, the parties to said controversy shall, within five days after said notice from said board of arbitration of its failure to agree, appoint a third arbi-

trator and failing so to do, the two arbitrators already appointed, shall select a third arbitrator, and said board of three arbitrators shall at once proceed to decide the questions or matters which are for their determination and the decision of any two of said arbitrators shall stand as the decision of said Board of Arbitrators; provided, further, that if either of the parties to said controversy shall fail or refuse to appoint an arbitrator within the time or times herein stated, then the individuals composing the Supreme Court of the State of Iowa, or a majority thereof, shall, upon the application of the party not in default, appoint an arbitrator for and on behalf of the party to said controversy in default, and with the same powers and duties as if said arbitrator appointed by said individuals had been appointed by the party in default. Provided, further, that if the parties to said controversy, or said arbitrators, shall fail to appoint a third arbitrator within thirty days, then the individuals composing the Supreme Court of Iowa, or a majority thereof, shall appoint such third arbitrator upon the application of either of the parties.

"It is further provided that the said Board of Arbitrators may adopt such rules, regulations and methods of procedure governing the hearings before the board as it may deem proper. It shall give reasonable notice to each of the parties to said controversy of the time and place of hearings upon the questions and matters submitted to it, and such parties shall have the right to appear by counsel before the board and to offer proofs and testimony on behalf of their claims, and each of the parties shall furnish said board such information as may be in its possession and as is desired by said board; provided, further, that the board may limit the extent and time of hearings, and if said board shall, in its opinion, not have sufficient time within which fully to hear and determine the questions and matters which are for it to determine within the limitations and times as herein fixed, then it may extend the time within which it is to reach an agreement, but not to exceed thirty days beyond the times herein stipulated. All arbitrators shall be persons competent to act on the questions, matters and things which are submitted to them.

"All expenses of every kind incurred by any board of arbitration appointed hereunder, including a per diem charge of not to exceed \$25 for each of the arbitrators, shall be fixed by the Board of Arbitrators as a part of their award, and shall be paid as directed by said board, except that in the arbitrator of labor disputes, each party shall pay the expense of their own arbitrator and the third arbitrator shall be paid jointly by both parties; and the amount, if any, of such expense, which the Company is required to pay shall be charged to operating expenses.

"Whenever, either in this section or elsewhere in this ordinance, notice is provided to be given to the Company, a notice in writing addressed to the president of the Com-

any and delivered at the office of the Company shall be service of such notice; and wherever notice is provided to be given to the city, such notice in writing addressed to the City Supervisor and delivered at the office provided for him in Section Fourteen hereof, shall be service on the city; and wherever notice is provided to be given to the employees of the Company, such notice in writing, addressed to the chief officer of the labor organization to which such employees belong or with which they are federated, and delivered at the place where such organization has its local headquarters, shall be service of such notice.

"The Company, by the acceptance of this ordinance, agrees to continue to contract with its employees and to insert in all contracts made with its employees, or any organization or division of such employees, a clause binding all the contracting parties to a observance of and compliance with all of the provisions of this ordinance, and especially with the provisions of Sections Fifteen and Sixteen, relating to arbitration."

#### SECTION XVI.

**"Award of Arbitration.** Whenever any board of Arbitration herein provided for shall have considered and determined any questions, its determination shall be made in writing and copies thereof shall forthwith be served on the Company and the city, or the employees of the Company, as the case

may be, as provided for the service of notices in Section Fifteen hereof; and after such service, the finding of the board shall be binding and operative. The board shall, however, have the right in any finding made by it to fix the time within which the things by it required shall be done. Provided said board in fixing said time shall in no case change or modify any of the terms of the contract existing between the company and its employees."

Section 19 provides for free transportation, and reads:

#### SECTION XIX.

**"No Passes; Employees, Policemen and Firemen Free.** No free tickets, free passes or free transportation of any kind or description shall be issued or given to any person, and no person except firemen, policemen and employees of the Company shall be permitted to ride upon any street car without the payment of fare, provided that the Company shall issue to policemen, firemen and its employees free passes (which must be used according to the rules of the Company) for use when not in full uniform, and shall permit policemen, firemen and its employees to ride free when wearing a uniform of the City or the Company."

The franchise provides for the selection of a commissioner to look after the interests of the city and require the enforcement of the provisions of the ordinance.

#### Price List of Association Supplies.

Official Seal .....	\$3.50
Propositions for membership blanks, per 100 .....	.50
Rituals, each .....	.25
Withdrawal cards, each .....	.05
Traveling cards, each .....	.05
Division financial book, 100 pages .....	1.50
Division financial book, 200 pages .....	2.50
Division financial book, 300 pages .....	3.50
Division financial book, 400 pages .....	4.25
Division financial book, 500 pages .....	5.00
Division financial book, 600 pages .....	6.00
Duplicate report books, each .....	2.00
Constitutions, in lots of 100 or more, per 100 .....	4.00
Constitutions, in lots of less than 100, each .....	.05
Financial secretary's order book on treasurer .....	.25
Treasurer's receipt book .....	.25
Association badges, rolled gold, each .....	.50
Association badges, solid gold, each .....	1.00
Association buttons, gold plate, each .....	.25
Association buttons, rolled gold, each .....	.50
Association buttons, solid gold, each .....	1.00
Emblem cuff buttons, per pair .....	1.00
Emblem tie clasps, each .....	.50
Association charms, each .....	1.00
Association locketts, each .....	1.50
Cuts of official seal for use on printed matter, plain, each .....	.30
Cuts of official seal, with flag design .....	1.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

# Hark!

**GET THIS:**—Clayton's is the place for Detroit Motormen and Conductors to get the right clothes both for dress and while on duty. The **VALUE** is **THERE**—and the **WEAR**—and the price means a big saving.

**All Wool Blue Trousers \$3.50**

#### NOTE THESE TOO

**Extra Quality Uniform Trousers at \$4.25**

**Clayton's Special Uniforms at \$12**

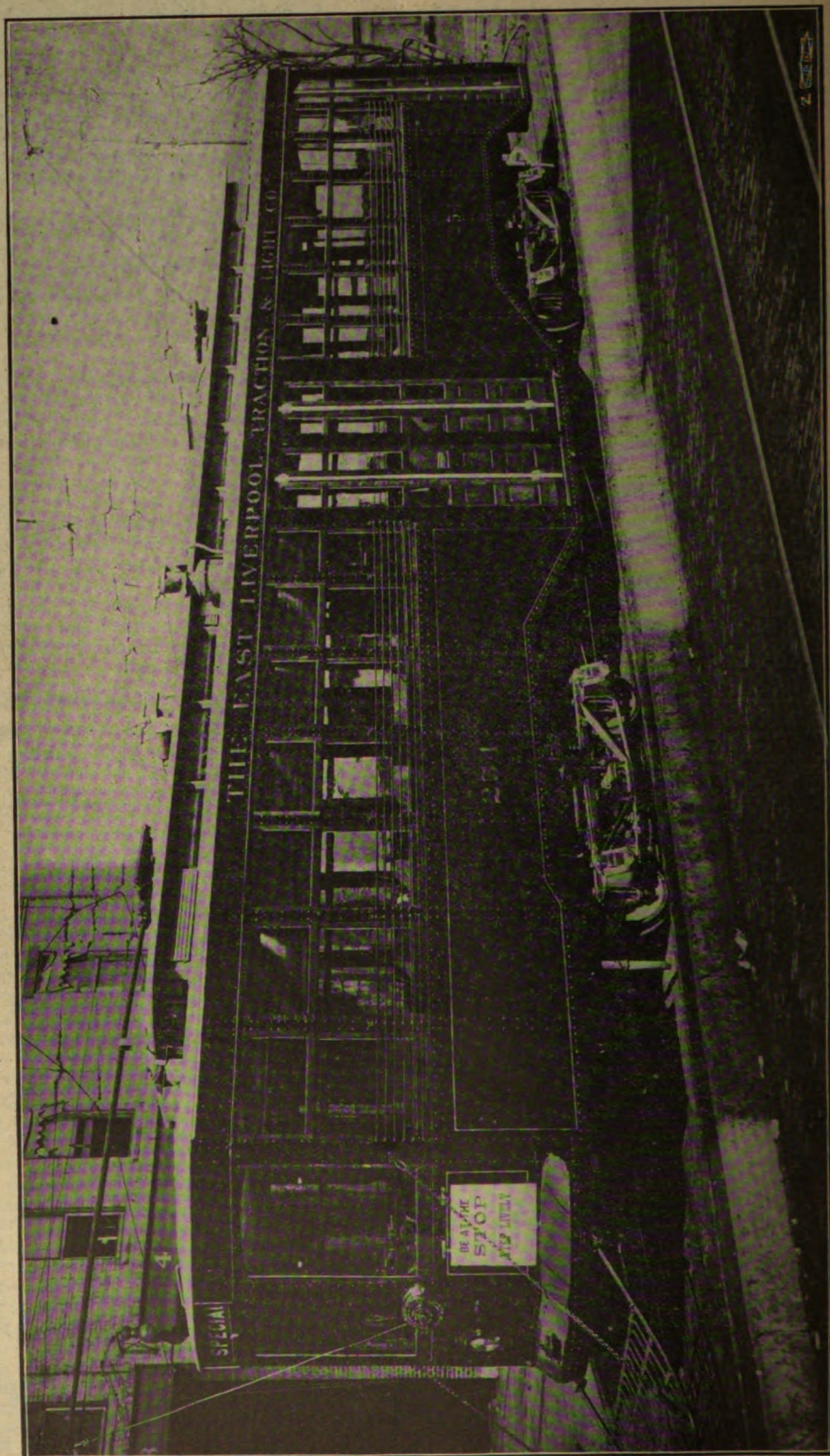
**Finer Grade Uniforms at \$15**

**Conductors Suits, leather trimmed**  
**All are Union Made**

These are the regulation styles—they're made expressly for Detroit carmen—and your size is here whether you be slim, regular or stout.  
**Clothing Hats Furnishings**

**CLAYTON'S**  
53 to 61 Michigan Ave., Opp. Cadillac Hotel.  
The Store that Satisfies





Type of new cars being installed in service in East Liverpool, Ohio, and manned by members of Div. No. 52.

# Demand

## "The Fechheimer Uniform"

### Union Made

They fit, wear and give better satisfaction.  
Clothes especially suitable for Traction  
Service. All Wool.

Ask your dealer or drop us a card for name of  
The Fechheimer Uniform Store in your city.

**The Fechheimer Bros. Company**  
America's Foremost Uniform Tailors  
Cincinnati, Ohio

## J. L. LYNCH

MEMBER DIV. 241

Manufacturer of

Uniform Caps, Union  
Buttons, Badges  
Banners, Flags

77 W. WASHINGTON STREET  
CHICAGO, ILL.

## UNION

### Buttons and Badges

Our Label is No. 38

### GERAGHTY & CO.

153 N. La Salle St., Chicago

## By Insisting Upon Purchasing Union Stamp Shoes



*You help better shoemaking conditions.  
You get better shoes for the money.  
You help your own Labor Position.  
You abolish Child Labor.*

Do not be misled by Dealers who say "This shoe does not bear the stamp, but is made under Union Conditions. This is false—No shoe is union made unless it bears the Union Stamp."

**BOOT AND SHOE WORKERS UNION**  
246 SUMMER STREET, BOSTON, MASS.

JOHN F. TOBIN, Pres.

CHAS. L. BLAINE, Sec. Treas.



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You will never have than a *Savings Account* in

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Delray • 2200 Jefferson Ave. W.	Michigan Ave. • Cor. Junction Ave.
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ON EVERY BATCHELDER SUIT

Right From Work but as well dressed and neat in appearance as the other men.

Batchelder made uniforms possess the finest of quality and style that make them a source of satisfaction to every wearer.

### FRED M. BATCHELDER CO.

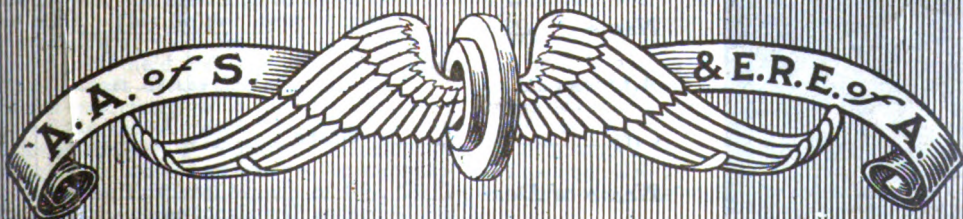
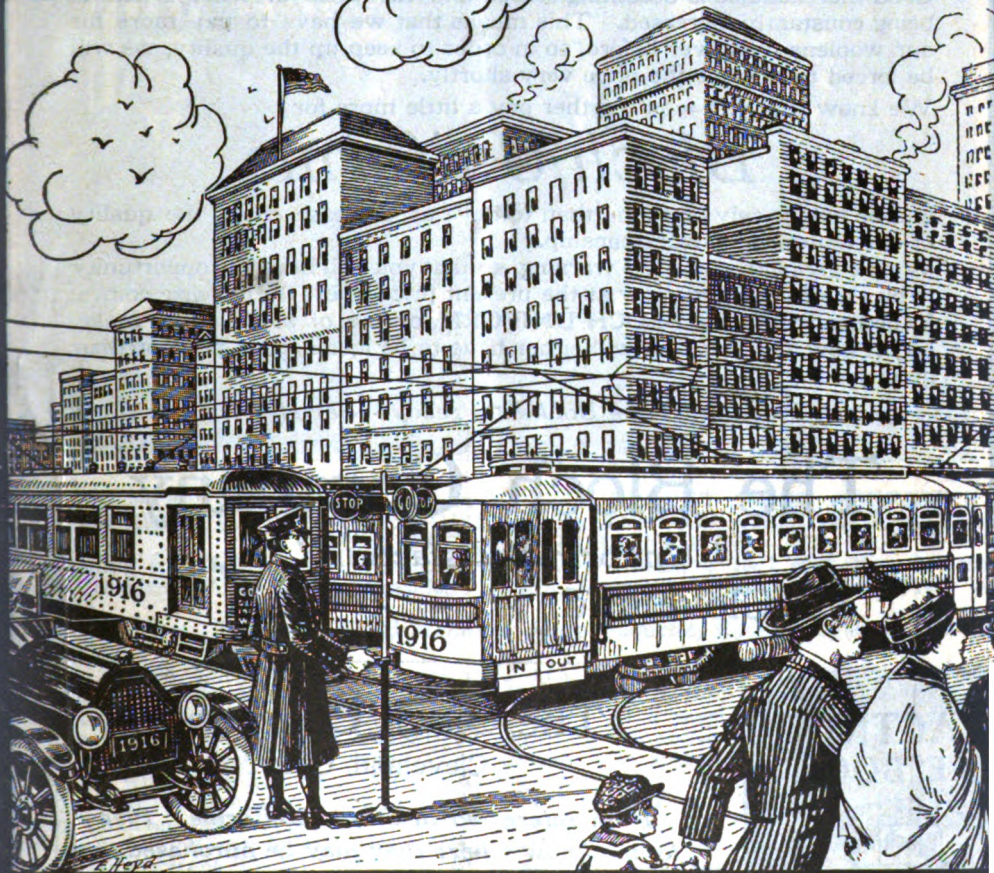
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Vol. 24  
No. 4

MARCH


# The Motorman and Conductor



# "Uniform Satisfaction"

in spite of

# The War

 **UR** dealers can still supply you with Bloch Uniforms of the same *high quality* that they sold before the war began. In fact the present uniforms are really *better*, as improvements have recently been made in their design and construction.

Good merchandise is becoming scarce and the price of what is left is being constantly increased. This means that we have to pay more for our woollens than ever before, so in order to keep up the quality, we will be forced to increase the price very shortly.

We know that you would rather pay a little more for

## *Bloch Uniforms*

and be able to rely on them, than to have us decrease either the quality of our materials or workmanship.

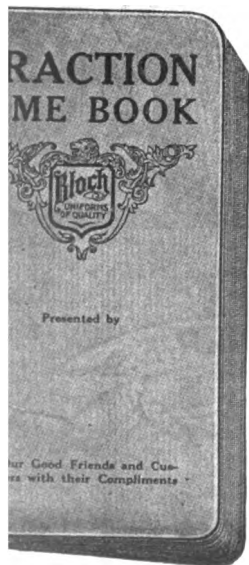
We are giving this advance warning, so that you will have the opportunity to buy a new uniform now at the present price before the increase comes. Whether you buy a **BLOCH UNIFORM**, or one of some other make, buy it now, as all makes will either have to be increased in price or their quality cut.

*The New Time Books are ready---Send for one.*

# The Bloch Company

*"Uniform Satisfaction"*

Cleveland - - - Ohio



## The Bloch Company

Cleveland, Ohio

*I am interested in Bloch Uniforms, Please let me know where they may be purchased and send me a Traction Time Book.*

**Name**.....

**Address** .....

**City**..... **State** .....

**Name of Dealer**.....



# The Motorman and Conductor

VOL. XXIV,

DETROIT, MICHIGAN, APRIL, 1916

No. 5



**COR. SEC'Y. M. F. SHELLEY.**

**Div. No. 256, Sacramento, Cal.**

One of the most popular spirits in the ranks of the trades union movement in industrial circles of Sacramento, Cal., is Bro. M. F. Shelley of the Amalgamated Association of Street and Electric Railway Employees, Div. No. 256. Early in Bro. Shelley's employment he began the study of law, and is now an example of what persistence and determination will do for a young wage earner without other resources. He made a success of his effort the same as he has assisted in making a success of Div. No. 256, of which he is a pioneer member. Bro. Shelley is senior partner of the law firm of Shelley & Johnson of Sacramento. Although he is developing a good practice at his profession he retains his membership in the Association with all of his old-time interest in the local's progressive ventures. Div. 256 was organized in 1902 from which year dates the membership of Atty. Shelley.



**BRO. GEORGE BRIDDLE.**

**Div. No. 109, Victoria, B. C.**

Bro. Geo. Briddle of Div. No. 109, Victoria, B. C., was elected Councillor of Esquimalt, an important municipality of British Columbia, at the recent January municipal election. Bro. Briddle is one of the oldest members of the Victoria local of the Amalgamated Association, and has served the local for years as an Executive Board member and in other capacities, and is delegate to the T. & L. Council. Bro. Briddle was chosen councillor by the municipality upon his record as an exponent of the trade union movement, and is especially expected to look after the interests of labor in his new position, insofar as labor's interests are subject to conservation through civic government. He is a man of exceptional executive ability. In August of this year Bro. Briddle will have been a member of the Amalgamated Association 16 years. The local was instituted in April, 1899.

## SICK AND DEATH BENEFITS THAT ARE PAID BY LOCAL DIVISIONS.

By W. D. Mahon.

In order to find out what our Local Divisions are doing in the way of assisting their members in cases of sickness and death, there were blanks sent out the first of the year to all of the Local Divisions, asking them to give us a report of the amount that they had paid in sick and death benefits during the year 1915. I regret that some of the secretaries were negligent and failed to give us any report upon this subject, but there were reports received from one hundred and sixty-seven (167) Divisions, which showed that eighty-nine (89) Divisions had regular sick benefits established by law for their membership, and that these 89 Divisions paid out during the year of 1915, \$55,725.49. There were also reports from Divisions that made donations but had no regular sick benefit funds. Sixteen (16) of the Divisions reporting on that subject stated that they had paid out \$1,579. In addition, Division No. 211 of Chicago reported that in case of sickness they took up barn collections at the different barns or stations for the men and that during the year they had taken up in barn collections for sick and disabled members \$30,999.48. These donations, added to the amounts that have been expended in sick benefits and donations of this kind, brought the total sum (from the Divisions reporting for the year of 1915) up to \$88,303.97.

Out of the 167 Divisions reporting, thirty-three (33) have established local death benefits in some form or another, and these 33 Divisions paid out during the year of 1915 in death benefits \$79,356.03. The records of the General Office show that the General Association paid in death and disability benefits in the year 1915, \$210,988.88. Add to this the amount paid in sick, death and disability benefits by the Local Divisions, and it makes a total of \$378,648.88 paid out through our association to our membership for the year of 1915 in sick, death and disability benefits. As I have said above, not all of the secretaries reported upon this matter, and I am satisfied that the sum would be nearly \$400,000 had we received a complete report from all of the Local Divisions.

In order that the membership may know something of what is being enacted in the different Divisions, it is my intention (from the reports that have come in from the Divisions) to give them some idea of how sick and death benefits are paid by Local Divisions.

Division No. 19 of Colorado Springs, Col., has the following rules and regulations for sick and accident insurance of the Division:

### Conditions.

1. In order to be eligible to receive benefits the person must be a member of Division 19 in good standing and must have been a member for at least ninety days prior to the beginning of disability.

2. Disability to follow his usual occupation for a period of at least one week, resulting from sickness or accident.

3. In case of disability resulting from accident, benefit shall be payable beginning with the first day, that is for time beginning with day accident occurs, but only in case disability lasts for more than four days and is not caused by accident while on duty for the C. S. & I. Ry. Co.

4. In case of disability resulting from sickness no benefit shall accrue unless the disability shall continue for one week or more.

5. Written notice of illness or accident from which benefit may be claimed must be given the president of the union within five days in case of sickness and within three days in case of accident. Failure to give such notice shall invalidate claim. Said written notice may be given by anyone.

6. Written certificate from attending physician must be given as proof of any sickness or accident and must state cause and nature of malady.

7. Seven weeks (including the first week) shall be the maximum for which any person may receive benefit for sickness or accident or both in any calendar year. Seven weeks shall be the maximum for any single sickness or accident or aggregate of both for any calendar year.

8. Only one-half benefit shall be paid for disability resulting from rheumatism.

### Exceptions.

(a) No benefit shall be paid for disability caused either directly or indirectly by the following: Tuberculosis, intoxicating liquors, gonorrhea, syphilis, gleet, kankroid, or any accident where it is plain to the committee that such accident was caused by such improper conduct as "scuffling."

(b) Only one-half benefit shall be paid for disability from sickness or accident during period of convalescence and the committee shall be the judge of when the period of convalescence begins and their decision in this as in all other cases shall be final unless the union shall reverse such decision by three-fourths vote.

(c) No benefit shall accrue to any person who is more than thirty days in arrears to Division 19. Arrears shall be counted from the first day of the month on which such dues are payable.

(d) No benefit shall accrue to any person for accident or sickness occurring within thirty days after being thirty days or more in arrears and paying up, or within ninety days after a reinstatement.

### Benefits.

Full benefit shall be one dollar (\$1.00) per day. Half benefit shall be fifty cents per day.

### General.

The sum of twelve cents per member shall be set aside from the general dues each month and placed in a fund known as the Relief Fund.

No money shall be paid or allowed from this fund till the sum of one hundred dollars (\$100) has accumulated.

This money shall be deposited in the bank in the name of Division 19 by the Financial Secretary and shall be withdrawn only on signatures of the President and Financial Secretary, who, with the first two members of the Executive Board, shall constitute the Relief Fund Committee. The committee shall have power to pay all claims when proper proof has been presented to it as herein set forth. Claims shall be payable on the first and fifteenth of each month.

The Financial Secretary shall make a report at each regular meeting of the union, stating the action of the committee and the proof on which each claim was allowed or refused. This report shall also give the amount spent and the balance on hand.

No money shall be paid from this fund except in accordance with these rules and such as may be added later by a two-thirds vote of Division 19. Any change desired after these rules are in effect shall be presented to the union in writing one month before it is voted on.

In case of a strike of this local union, the Relief Fund may by a two-thirds vote of the union be used for such emergency. In such case the benefits shall be discontinued till the strike is settled and the sum of one hundred dollars has again accumulated for the fund.

#### Transferring of Funds.

By a two-third vote of the union, funds may be transferred from the general fund into the sick and accident fund.

Adopted December 2nd, 1911.

During the year 1915, Division No. 19 paid out \$186.00 in sick funds to its membership.

Division No. 26, Detroit, Mich., provides a voluntary assessment for death, total disability and old age benefits for its membership, as follows:

Each person on becoming a member of the Division fills out a card specifying who his beneficiary or beneficiaries are, to whom his benefits shall be paid in case of death. Upon the death of a member or in case of total disability or of an old age claim, as provided by the laws of the International organization covering old age claims, there shall be levied upon all members of the Division an assessment of \$1.00 each, this assessment to be placed upon the working card of each member for the month following the death, disability or the establishing of an old age claim of said member (providing, however, that no two assessments be levied in any one month). They pay then to each member for death or total disability \$2,000. The total membership of the Division is about 2,700 and when there is a sufficient sum of \$2,000 accrued from assessments to meet a claim, there is no assessment levied for that month. This \$2,000 is paid in case of death or in case of a total disability. A one-half benefit of \$1,000 is paid for what is known as a half-benefit, where a member suffers the loss of one hand or one leg, or other injuries of that kind. The old age benefit provides that when a man has been

in the service 25 years and held continuous membership during that period in the Division, and reaches the age of 65 years, he becomes entitled to \$1,000.

All members of the Division after once making application are eligible to this benefit. Where members who have been in the service ten (10) years and in good standing in the Division leave the service, they can keep up this benefit in the Local Division by paying the assessment as the laws require.

During the year Division 26 paid out \$17,575 to its membership in claims of this kind. (To be continued in next issue.)

#### DON'T BE BAMBOOZLED.

Bill Hawk Breaks Into Print Again.

Dear Editor:

After a long silence I have decided to again break into print. My reason for so doing is because I see the dear old country going askey and aslant, and with hope of setting her aright I have again decided to take up my pen.

Among the important questions that are now causing the old Ships of State to wobble and roll are those of "Preparedness" and "Wet and Dry".

Preparedness! That is some question, I am telling you. It is a new issue that has been raised to take the place of the tariff question by the same old filchers who have used the tariff as a blind to filch the American public, lo, these many, many years, and they have now begun to realize that the public is getting on to their tariff scheme and are preparing to sidetrack it as a political issue by the establishing of a permanent commission to handle the tariff issue day and night, Sunday included.

In taking up the question of preparedness, first let me ask the war shouter, if this country is not prepared to take care of herself whose fault is it? With the exception of the last three years, this same crowd that are now shouting themselves hoarse, pointing out the terrible unpreparedness of the country, were in control of the administrative and every other department of our government, and they were spending millions of dollars of the people's money every year for war preparedness. If the government is not prepared, whose fault is it, or, in other words, who got the money? That is the point not to be forgotten, gentle reader.

But the question I want to ask the war shouter is: After we have prepared ourselves for war, who are we going to fight? The big military nations of the world are now engaged in a life and death struggle, and no difference which one of them whips, as warring nations they will be done for, for the next hundred years to come and there won't be anybody for us to fight.

Suppose we would spend millions of dollars in preparing now, would it not be wasted just as the other millions have been wasted by these free-footers in the past?

Boats, guns and war machines of today will be useless tomorrow just as electrical equipment on railroads and many other things of this kind become obsolete within a couple of years. If we were to buy all the world's machinery of war today and store it up, in twenty-five years from now it would be useless.

No, my dear reader, it is not Preparedness for War that these gentlemen are looking for. They are now running their factories night and day making munitions of war and reaping a rich harvest thereby. They want that to continue. They realize the war in Europe will eventually come to an end, and they want their markets to go on. They want the money, and that is why they are shouting preparedness; not because there is any danger to America from any foreign invasion, but in order to create markets to fill their purses at the expense of the American people, and please don't forget that.

The second question is that of "Wet and Dry". The big distillery and brewery owners (who are also captains of finance and who haven't any more use for labor than the munition manufacturers) are trying to tell us that if we stop the liquor business there will be a great panic and we will all be starved to death because it will throw some men out of employment. Now, the question I want to ask is (and it is a question I have been asking for 40 years of a great many intelligent people), "Why does a man drink whiskey?" Can any man answer the question intelligently and give one substantial reason? No, he knows he cannot.

Robbers drink whiskey. The murderer, before he commits his crime, drinks whiskey. Horse thieves drink whiskey and politicians drink whiskey, but they cannot assign any reason for it. Some of them will say: "Well, some good men drink whiskey." That is true. Many a good man has drunk whiskey and it has been his end. He did not remain good to the last. He either went to jail, was hung, died in the almshouse or passed off with delirium tremens—and the drinking of whiskey did him no good but did him injury, bringing his destruction in the end.

They even quote Scripture in order to try to substantiate argument in favor of whiskey. They tell us that Paul said you should take a little wine for your stomach's sake. I don't know how much Paul knew about wine. I have never seen any certificate or diploma showing him to be a competent authority upon that subject. They say Christ made wine out of water. Well, I don't imagine that wine made out of water would hurt anybody, and if we still continued to make wine out of pure cold water, there would not be any harm done and there would be no distillery and brewery owners shouting about "Wet and Dry." They wouldn't be interested. But these same gentlemen fail to tell us what the Good Book says: "Wine biteth like a serpent

and stingeth like an adder." They forget that entirely.

Now, the moral of the issue raised by these bands of filchers is that, in order to make a man good and patriotic and to put our government upon a sound and substantial footing, is to provide every citizen with a gun and a bottle of whiskey.

My dear reader, don't be bamboozled or flim-flammed.

BILL HAUKE.

## PLEASING TRIBUTE TO INTERNATIONAL OFFICER.

International President W. D. Mahon is in receipt of a communication signed by the organizing committee of the San Antonio, Tex., Trades Council, which is in effect a notice that the Texas Federation of Labor will hold its convention at Houston, April 24, and petitioning that Vice-President Ben Commons of the Amalgamated Association be appointed a fraternal delegate to represent the International Association at the convention. The petition is based upon the common practice of International Associations being fraternally represented in state bodies. Such representatives are usually appointed by the International President in consideration of their convenience to the locality in which the convention is held. Quoted from the official letter of the San Antonio Trades Council is the following:

"Vice-President Ben Commons of your Association (A. A. of S. and E. R. E. of A.) has recently organized the street car men of our city. We consider this organization the greatest asset added to the local labor movement for many years and successful institution was most wholly due to the patience and good judgment of your International Vice-President, Brother Ben Commons. This splendid union of over 300 members stands to his credit and we desire to extend to him, through your office, our sincere thanks. Brother Commons has left behind him a host of friends in the labor movement of our city and we look forward with much pleasure to the privilege of meeting him as the representative of your International Association at the Texas State Federation Convention at Houston, which is to convene April 24.

"With sincere best wishes, we beg to remain,

"Fraternally yours,

“(Signed) C. R. RUSSELL, JR., Chairman.  
JACK HORNER, Secretary.  
WM. L. HOFFGEN.  
PAUL STEFFLER.  
J. J. TUCKER.

“Organization Committee S. A. Trades Council.”

Former president, George Davies, of Div. No. 268, Cleveland, Ohio, was a recent visitor at headquarters. He is now engaged as road salesman for the Bloch Uniform Company of Cleveland.



## TRADE UNION PHILOSOPHY.

Referring to the unemployment problem, Hon. Louis F. Post says: "There will be unemployment as long as a man is afraid of losing his job.

"When a man can lose his job and not worry that night, knowing that he can secure just as good a job the next morning, then the unemployment problem will be solved. This refers not only to the men who do manual labor, but to all classes.

"Give me eight men and nine jobs and everybody will be comfortable; give me ten men and nine jobs and a necessity will be created for poorhouses."

It is upon this philosophy that the trade union movement is based, with one of its basic purposes to reduce the number of hours to constitute a service day and thus afford employment to the end of reducing the number of job seekers.

## OSWEGO, N. Y., EFFICIENCY ORDINANCE.

The Mayor and Common Council of the City of Oswego in Common Council convened, do hereby enact and ordain as follows:

No person shall act as a motorman or conductor on any street car operated in the City of Oswego, N. Y., unless such motorman or conductor shall have first received fifteen (15) days' instruction on the various and different street car lines in said city, such instructions to be under the supervision of a competent motorman or conductor, who has had at least two (2) years' experience as motorman or conductor on the said street car lines in the City of Oswego. Said instructor shall certify to the fitness of any applicant for such employment prior to the said applicant acting on any car operated in the City of Oswego. Such certification shall be made to the person in charge of the operation of the street car lines within the City of Oswego and to the City Clerk of the City of Oswego, and such certification must state that the applicant is fit and qualified to act as motorman or conductor on street cars operated within the City of Oswego.

Any violation of the above section shall constitute a misdemeanor and any person guilty thereof, upon conviction, shall be punished by a fine of not more than one hundred and fifty (\$150) dollars or by an imprisonment for a period of not more than sixty (60) days, or both such fine and imprisonment.

Passed March 28th, 1916.

THOS. H. McGINNIS, City Clerk.

The above ordinance includes the person accepting employment in violation of its provisions as subject to the penalty. In this, it diverges from ordinances placing the penalty upon the employing company.

The Toledo (Ohio) street car strike has been settled and operation of the cars was

resumed Monday, April 10. A substantial increase in wages was gained and recognition of the organization. These were the points in contention. For 13 days no cars were operated and no attempt was made to operate them. Conferences upon agreement were continuous until the agreement was signed. The new local embraces in membership employees in all departments not eligible to membership in other organizations. The situation was directed personally by International President W. D. Mahon and Business Agent Meyers of the electrical workers, represented the electrical workers, who also obtained a first class agreement covering some 200 men. The agreement for the first year provides rates to motormen and conductors of 26c for first year men, 27c for second year men, 28c for third year men, 29c for fourth year men and 30c per hour to those of four or more years of service. This is a 3-cent per hour increase to all classes. The second year of the agreement each class is advanced 1 cent per hour, making the minimum wage 27 cents and the maximum 31 cents. For the third year of the agreement another cent is added to each class, making the wages of first year men 28 cents per hour and those over four years in service, 32 cents per hour. For the final year of the agreement the increase is 5 cents per hour from the scale paid prior to the making of the agreement. Members in other departments receive as high as a 40 per cent increase in wage and establish the eight-hour day.

President Mahon reports that the Toledo C. L. U., through Business Agent John J. Quinlivan, is entitled to unmeasured credit for assistance rendered the Toledo street railway men and international officers in the Toledo organization work and its results. A more complete report will appear in the May M. and C.

Of some three millions of trade unionists, some ninety thousand of whom are street and electric railway employees, thousands upon thousands of them wear collars and, if the report from the Garment Workers is true, but very few are wearing the Union Label collar. The union made collars are as good as there are on the market and are popular priced. Any who are unable to purchase these collars from the retailers can obtain them by addressing the Union Label Collar Co., 137 Hamilton St., Albany, N. Y., sending the style and size of collar needed. The company will pay postage and express charges or parcel post expense, whichever means of shipment may be desired. This is an industry that can well be promoted in meetings and in central unions. The union made collars are the "Bell Brand." The present demand affords employment to only seven union employees. The trade union movement alone could increase employment many fold in this industry. All that it is necessary to do is to buy the "Bell Brand" when buying collars. If the dealer hasn't them, order them from the factory.

# The Motorman and Conductor

Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION Monthly

W. D. MAHON, President



Correspondents will please address all communications for publication to R. L. REEVES, Editor, Detroit, Michigan.

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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

## STATEMENT OF THE OWNERSHIP, MANAGEMENT, CIRCULATION, ETC., of the Motorman and Conductor.

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Owners—Amalgamated Association of Street and Electric Railway Employees of America.

W. D. Mahon, International President, 104 E. High St., Detroit, Mich.

Rezin Orr, International Treasurer, 104 E. High St., Detroit, Mich.

Allen H. Burt, Chairman General Executive Board, 267 D. St., Salt Lake City, Utah.

Known bondholders, mortgagees and other security holders, holding 1 per cent or more of total amount of bonds, mortgages or other securities: None.

R. L. REEVES, Editor.

Sworn to and subscribed before me this 5th day of April, 1916.

ORLANDO L. MAHON,

(Seal) Notary Public, Wayne Co., Mich.  
(My commission expires January 28, 1920.)

Returns to date from locals on the Danbury Hatters' appeal show that the Amalgamated Association is not slow in going to the succor of those of a sister organization in distress.

An old time method of dissuading collective effort of employes in their own affairs is being applied by three or four important traction companies in as many localities. It is that of presenting to the employes in as entrancing terms as possible a proposition to buy stock on the installment plan. The immediate purpose is to enmesh the employe in an assumption that his great interest lies as the owner of an equity of a share or two of the company's stock. In these propositions companies advanced to the employes that they may buy one or more shares and pay on them a certain amount each month from their wages and in the course of time the employe will have the \$100 share paid for in the event that he holds his job and is able to carry the payments. It is the design that then he will become obsessed with the importance of being a traction magnate. There is method in the scheme, but so apparent that it has long since been abandoned by managements that in the early history of unionism adopted it. Years ago the Toledo traction company submitted the proposition to its employes. Today that same stock is not worth five cents on a dollar. It is one of the "welfare" schemes.

## MARCH WORK OF INTERNATIONAL OFFICERS.

International President W. D. Mahon, in March, issued charters for the institution of Divs. Nos. 695, Charlotte, N. C., organized by G. E. B. Chairman Allen H. Burt; 696, Canton, Ohio, organized by G. E. B. Member J. C. Colgan and Organizers C. Marsh and Tom Griffin; 697, Toledo, Ohio, organized by International President W. D. Mahon, G. E. B. Member Edw. McMorrow and Toledo C. I. U. Business Agent John J. Quinlivan, and 698, (secret). Aside from associating directly in the work of organizing the new Toledo local, which required several trips on part of the International President to Toledo, and the direction of the general affairs of the Association from his office, he made a visit to Cincinnati, Ohio, where he assisted Div. No. 627 upon agreement preparation work and advisement in the affairs of that local.

Vice President J. J. Thorpe, who, at the close of the previous month was engaged upon agreement work in the interest of Div. No. 380, Elyria, Ohio, was successful in the negotiations upon the Cleveland, Southwestern & Columbus system, through which a new wage rate was obtained of 28c per hour for first year service men; 30c per hour for second year service men and to those of two or more years of service, 32c per hour. The agreement increased the wages six cents per hour to first, second and third year service men, four cents per hour to fourth year service men and two cents per hour to those of four or more years of service. The agreement eliminated two years in the wage rate classification. Under the new agreement the maximum rate obtains after two years of service. Under the former agreement the maximum wage obtained after four years of service. While working upon the C. S. W. & C. agreement, Vice President Thorpe attended and addressed a meeting of Div. No. 268, Cleveland, Ohio. He also visited Uniontown, Pa., where he addressed a meeting of the C. I. U.

Vice President W. F. Welch in the middle of March was dispatched to Tarentum, Pa., upon appeal of Div. No. 528, on strike on the West Penn Electric Railway system. His report from his visit to that situation was most encouraging. From Tarentum he was dispatched to Meadville, Pa., to assist Div. No. 197 upon a grievance case, an adjustment of which he obtained. From Meadville he was dispatched to Toledo, Ohio, to assist G. E. B. Member McMorrow upon the lockout situation in that city. He was upon this work at the close of the month.

Vice President George Keenan in March was dispatched to assist G. E. B. Member Magnus Sinclair and members of Div. No. 531, Newark, N. J., in work of extending the membership of the local. He was upon this work at the close of the month.

Vice President Ben Commons, who had previously organized Div. No. 694 at San Antonio, Tex., continued in assistance of the newly formed local upon agreement work. He also assisted the local in compiling by-laws for its local government. Final agreement adjustment was pending at the close of the month. During the course of this work Vice President Commons visited Austin, Tex., upon an appeal for the assistance of an organizer at that place.

Vice President P. J. O'Brien assisted Div. No. 261, Lawrence, Mass., upon an agreement dispute involving shop work, which required an interpretation of the agreement. He assisted Div. No. 503, Haverhill, Mass., upon grievance work. He completed arbitration hearings in the interest of Div. No. 620, Framingham, Mass., and at the close of the month the case was pending award by the arbitrators. He was dispatched to Woburn, Mass., to assist Div. No. 473 upon a grievance that developed from the dismissal of a member some fifteen years in the service of the company. The charge of the Woburn local was that the management of the company had discriminated in the disposition of two like cases, in which one was a non-union man who was not dismissed. Vice President O'Brien was endeavoring to obtain an arbitration of the case at the close of the month.

Vice President W. S. McClenathan in March was dispatched to Galesburg, Ill., where he assisted Div. No. 515 in a grievance adjustment.

Vice President Ben Bowbeer in March visited Eureka, Cal., upon an appeal of the street railway employees in that city for the assistance of an organizer.

Vice President Joe Gibbons visited and addressed a meeting of Div. No. 685, Brantford, Ont., upon wage adjustment work. His report from the local was one of progress.

International Treasurer Rezin Orr, who, at the beginning of March was assisting Div. No. 689, Washington, D. C., upon agreement work, found much opposition on the part of the employing company. Several members had been dismissed during the organizing of the local. He was unable to obtain conferences with the companies, the managements of which instituted a lockout. The members of the newly organized local suspended work March 5 in recognition of a lockout condition. A settlement was effected on March 7, when work was resumed pending adjustment of the schedule of conditions and grievances submitted by the membership. The lockout settlement embraced a provision for the reinstatement of all dismissed members of the Association. Other grievances were submitted for arbitration in the event that they should not otherwise be adjusted by conference. After resumption of work the International Treasurer remained to assist the membership of the new local in negotiating upon the grievances. After the agreement was effected he took up the work

of organizing the interurban lines entering Washington from various points in Maryland and Virginia and was engaged upon this work at the close of the month. In the settlement following the lockout a wage scale was obtained by which an increase in wage was granted of from 2 to 4½ cents per hour in accordance with classification.

G. E. B. Chairman Allen H. Burt early in March instituted Div. No. 695 at Charlotte, N. C. After the new local was instituted the management of the company instituted a lockout against membership of employees in the Association. Upon consulting the disposition of a majority of the membership of the new local, the situation did not warrant a contention against the lockout and the local was left to maintain in secret for the present.

G. E. B. Member Fred Fay continues under treatment at Barrington, R. I., from where the reports indicate that there is encouragement for the ultimate recovery of his health.

G. E. B. Member Edw. McMorrow early in March was dispatched to Danville, Ill., from where an appeal had been received for an organizer. A review of the situation indicated that it did not warrant the expense of an attempt to organize. From this situation Board Member McMorrow was called to Toledo, Ohio, where he took personal charge of organizing work instituted by the International President and Business Agent John J. Quinlivan of the Toledo Central Labor Union, at the instance of a number of the Toledo street railway employees. The work in Toledo was successful. The new local had been barely instituted when the management of the Toledo company instituted a vigorous lockout and work was suspended Tuesday afternoon, March 28. A lockout situation was in progress at the close of the month. Since the organizing of the local Board Member McMorrow has had immediately associated with him Vice President W. F. Welch.

G. E. B. Member Magnus Sinclair at the beginning of March was in charge of the work of extending in membership Div. No. 531, Newark, N. J. He had associated with him upon this work International Vice President George Keenan and others. Early in this new work of development of the local the company established a stringent espionage upon the men and began intimidating the employees, threatening those whom the company knew had already joined the movement or those that were anticipating membership. The situation became so intense that at a meeting of the members of the local held the evening of Sunday, March 26, a lockout situation was declared to exist. The state of lockout was in progress at the close of the month.

G. E. B. Member Wm. B. Fitzgerald in March rendered some assistance to Div. No. 531, Newark, N. J. He also assisted in negotiating an agreement between Div. No. 506, Rensselaer, and the Albany Southern Railway

Company. The agreement is for two years and obtains to the membership an increase of 2c per hour for the first year of the agreement and 1½c per hour for the second year of the agreement, making a total of 3½c per hour increase. Other work that has received the attention of Board Member Fitzgerald is upon the Empire United Railway system. He also associated in agreement work with the joint advisory committee of Divs. Nos. 282, Rochester, 576, Schenectady, 580, Syracuse, and 582, Utica, N. Y., upon the New York Railways system.

G. E. B. Member P. J. Shea, who during March was in charge of the strike situation in the interest of Div. No. 164, Wilkes-Barre, Pa., also assisted Div. No. 165, Girardville, Pa., upon agreement work. Div. No. 168, Scranton, Pa., upon agreement work, and Div. No. 118, Pottsville, Pa., upon agreement adjustment. He also visited Philadelphia, Pa., in the interest of Div. No. 477. At the close of the month he was upon the Wilkes-Barre situation and reported that there were no discouraging features in connection with that contest.

G. E. B. Member J. C. Colgan early in March was dispatched to Canton, O., where he associated with Organizers C. Marsh and Tom Griffin in organizing work upon the Northern Ohio Traction Company, extending from Akron to Urichsville, O., where, with headquarters at Canton, Div. No. 696 was organized and instituted. From this situation he was dispatched to Crown Point, Ind., to assist Div. No. 598 upon a grievance, which was adjusted. From this situation he was dispatched to Butler, Pa., where he assisted Div. No. 223, the Butler city local, upon agreement work. Conferences led to an agreement embracing a two cent per hour increase in wage. From this situation he was dispatched to St. Louis, Mo., upon appeals from that city to the International President for assistance to organize the street railway men. To associate with him in this work G. E. B. Chairman Allen H. Burt was detailed. Upon review of the situation they concluded that it did not warrant an attempt to organize at this time. Their presence in St. Louis inspired the company to increase the wages of the motormen and conductors one cent per hour.

G. E. B. Member John H. Reardon in March assisted Div. No. 589, Boston, Mass., upon agreement. He was upon this work at the close of the month. Other work that received his attention during the month was an agreement dispute involving the members of Div. No. 240, Chelsea, Mass., which was adjusted, and an arbitration case of long standing between Div. No. 537, Holyoke, Mass., and the employing company, which was also pending at the close of the month.

Liberty is given by nature even to mute animals — Tacitus

## STRIKES AND LOCKOUTS.

Div. No. 528, Tarentum, Pa., the membership of which entered strike Aug. 18, 1915, continues involved in the contest, with a determination on the part of the membership not to yield until an honorable settlement can be effected. The situation never was more encouraging for the employees.

Div. No. 682, Fort Wayne, Ind., the members of which were locked out by the employing company Sept. 27, 1915, maintains its position in protest of the lockout. Weather conditions have become most favorable to the employees. Automobile service is materially caring for the traffic and there are no alarming conditions that have arisen in any way discouraging to the membership. The situation is under the immediate direction of Organizer Clayton H. Johnson.

Div. No. 164, Wilkes-Barre, Pa., that went on strike Feb. 14, continues in its suspension of work. The petition in court filed by the company for damage for violation of agreement has been met by a counter-petition for damage to the employees by violation of the agreement. This case continues. The company is operating some cars without patronage. In fact, this strike is won by the members and it is pending recognition of the situation by the management of the employing company. The situation is under the direction of G. E. B. Member P. J. Shea.

Div. No. 691, Springfield, Mo., declared a condition of lockout and suspended work Feb. 19. The company refused to recognize the organization and gave evidence of discrimination against the membership of the employees in the Association. The local received the assistance of President R. T. Wood of the Missouri State F. of L. and the Springfield Central Trades and Labor Council. G. E. B. Member J. C. Colgan reached Springfield early in the lockout situation and was able to bring about an adjustment through a mutual satisfactory agreement and work was resumed Feb. 23, with full recognition of the organization.

Div. No. 689, Washington, D. C., declared a condition of lockout to exist and suspended work March 5. This situation involved the employees of both street railway companies operating in Washington. One company is known as the Washington Railway & Electric Company; the other is known as the Capitol Traction Company. Wages ranged from 19c per hour to first year service men to 25c per hour for those of ten or more years of service upon the former company's lines and a maximum of 22½c per hour upon the Capitol Traction lines. Wages and conditions were of a character that inspired the men to organize. The managements of the companies instituted lockouts, denying to the employees the right of organization. Several members were dismissed from the service, all of which was cause for the suspension of work. On March 6, through the intervention of the Public Serv-

ice Commission of Washington, D. C., a settlement was effected under an agreement by which all matters in dispute that could not be adjusted between the managements and the membership of the local should be submitted to arbitration and work was resumed the morning of March 7, pending adjustment of grievances. The lockout settlement reinstated all men previously dismissed for affiliation with the Association. The situation was under the immediate direction of International Treasurer Rezin Orr, assisted by A. F. of L. organizers.

Div. No. 531, Newark, N. J., declared a lockout to exist March 26. The cause of the lockout was a recent endeavor on the part of the members to extend the local upon the New Jersey Public Service Corporation lines. The local has been compelled for months to exist in secret. Immediately upon information reaching the company that effort was being made to extend the local, the management of the company instituted discrimination and a campaign of espionage and coercion, backed by threats to dismiss any employee known to be an affiliate of the Association or who would make application for membership. The situation is under the immediate direction of G. E. B. Member Magnus Sinclair and Vice President George Keenan.

Div. No. 697, Toledo, Ohio, was locked out March 28, the management refusing to permit employees to work who should identify themselves as members of the Association by wearing the union emblem button. The result was a complete tieup of the street railway system. It is doubtful if there has been a more salutary manifestation of the spirit of men to organize than developed in this Toledo situation. For years the various managements of the Toledo company have been bitter against organization of the employees. Yet during all of that time the spirit of organization has manifestly prevailed and no body of men have ever experienced a more severe espionage than was placed over these men. Various methods of intimidation and influence have been used in years gone by, but the determination of a vast majority of the men developed more strength with every effort of the company to dissuade them from organizing. The men clearly recognized that they were being held from wages that would come to them under organized conditions. The last attempt of the company to quell the spirit of organization was an offer to the employees of 30c per hour in the event that the company should obtain a new franchise, an election upon which was at the time about to be held. The franchise was defeated. The trade union movement of Toledo was charged with its defeat. The management of the company came to a deep-seated conclusion that their employees would feel resentful against the trade union movement and would not further voluntarily ally themselves with an element that had deprived them of the promised 30c per hour and the vigilance of the company was relaxed. But the employees recognized that, franchise or no franchise, the cars were running and the com-

pany was getting the nickels and that if 30c per hour could be paid with a franchise there was no less possibility of it through operation of the cars without a franchise. The work had to be done. The vast majority of the employees recognized the importance of organization to wage earners in the matter of fixing wages and working conditions. Strong appeals came to the International President for assistance to organize. Early in February he took up the work himself and, after instituting the organizing work, detailed G. E. B. Member Edw. McMorrow to associate with Business Agent John J. Quinlivan of the Toledo C. L. U. to continue the work and give to the Toledo men the opportunity they had insisted upon. The result was that practically before the company was aware of the real temperament of its men, a 90 per cent organization was established. On March 28, when the men reported for work, they wore the Association emblem button and were denied the privilege of taking their cars out unless they took the button off. This they all positively refused to do and the lockout was in full effect. The contest has been on nine days and not a street car has run in Toledo, except interurban cars, to the present writing. Conferences, however, indicate an early settlement and resumption of work. This situation has been under the immediate direction of the International President, with whom has associated G. E. B. Member McMorrow, Toledo C. L. U. Business Agent John J. Quinlivan and, after the institution of the lockout, Vice President W. F. Welch.

Div. No. 473, Woburn, Mass., went on strike April 1, to enforce arbitration of a case of dismissal, wherein discrimination was charged. The dispute arose from the dismissal of a member of the Association upon the charge of an offense for which a non-union man was suspended one day. The company was willing to agree only to a system of arbitration which would defeat a fair and immediate adjustment of the case. The strike continued until April 6, when an acceptable arrangement for arbitration was effected and work resumed. The situation was under the immediate direction of Vice President P. J. O'Brien.

#### DUTY OF MEMBERS REGARDING THE LAWS OF THE ASSOCIATION.

Many letters are coming into the General Office from the membership asking information on the revised laws of the Association. Now, it is the rule of this Association to amend and revise its laws every two years at the regular biennial Convention of the Association. It is also the duty of members to secure copies of these laws from time to time as they are revised and changed, and to study and familiarize themselves with the same. It is also the duty of the Local Division to see that its membership is supplied with copies of the revised Constitution and Laws. The General Association has these Constitutions and Laws printed, and supplies the same to the

Local Divisions at the actual cost of printing and supplying them. They are supplied at \$4.00 a hundred, or 4 cents a copy in lots of one hundred (100), or, for less than that, 5 cents a copy. It is then the duty of the members to secure them from the Secretary and carefully study and familiarize themselves with the laws of the Association, and I would respectfully request any member who has not secured a copy of the same to call upon the Secretary of his Local and get a copy and thoroughly read and study it in order that every member may be thoroughly familiar with every point of law affecting the Association. This will do away with a great deal of trouble to the members, as well as relieving the General Office of a considerable amount of work in answering inquiries upon the same.

With best wishes, I remain,

Fraternally yours,

W. D. MAHON,  
International President.

In any affairs whatsoever there is no greater danger, or else no greater safety, than soundly to consider into whose hands men commit their cause.—St. Justin.

#### CARD OF THANKS.

Motormen and Conductors, Pittsburgh Railways Co.  
Union, Division No. 85.

We wish to return thanks for your beautiful floral offering, mute evidence of your esteem and friendship, which was deeply appreciated in our home of sorrow.

Sincerely,  
MRS. CATHERINE E. DONAHEY  
AND FAMILY.

#### CARD OF THANKS.

To the Officers and Members of Division 168.  
A. A. of S. and E. R. E. of A.

Gentlemen and Brothers:—I desire to thank you, and through you, the members of the International Association for your promptness in paying my claim for disability benefit. I sincerely regret that after all those years (nearly a quarter of a century) I am compelled to separate myself from the men, many of whom have been my friends and associates for many years. However, as it is through no fault of mine, but rather the will of the Great Master, I am compelled to accept the inevitable. My physician has informed me that I will never be able to do laborious work again. Therefore I see nothing left for me but to patiently await the call of the Most High to render an account of my stewardship. But while I am permitted to remain here, I will always entertain the kindest feelings for the Association and its members.

With best wishes for your success and the prosperity of the cause, I remain,

Yours fraternally,  
PATRICK F. GRIMES,  
Scranton, Pa.

Disbursements from the Death and Disability Fund during the month of February, 1916, were made to beneficiaries on death claims as follows:

Frank M. Haight, financial secretary of Div. No. 490, for beneficiary, death claim of Frank R. Wood, deceased, late member of Div. No. 490, Yonkers, N. Y.; cause, chronic endocarditis.....\$400.00  
Mrs. Elise Steinweg, beneficiary, death claim of Albert J. Steinweg, deceased, late member of Div. No. 241, Chicago.

Ill.; cause, sub-acute prostatitis; acute aurbation and hemorrhage.....	800.00	late member of Div. No. 508, Halifax, N. S.; cause, cancer of the bowel.....	100.00
Mrs. Ada K. Summer, beneficiary, death claim of William E. Summer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, carcinoma of the neck.....	800.00	Mrs. Clarence E. Little, beneficiary, death claim of Clarence E. Little, deceased, late member of Div. No. 382, Salt Lake City, Utah; cause, spleno-medullary leu remia.....	500.00
Mrs. Margaret Durkin, beneficiary, death claim of John Durkin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic myocarditis, empyema, asthma and endocarditis.....	800.00	Mrs. Nettie Bassey, beneficiary, death claim of William R. Bassey, deceased, late member of Div. No. 589, Boston, Mass.; cause, lobar pneumonia.....	150.00
Mrs. Catherine Kruckow, beneficiary, death claim of John Kruckow, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis.....	100.00	Mrs. Mary Halpin Clancey, beneficiary, death claim of Michael Clancy, deceased, late member of Div. No. 281, New Haven, Conn.; cause, acute lobar pneumonia.....	800.00
Mrs. Theophilus Posey, beneficiary, death claim of Charles A. Posey, deceased, late member of Div. No. 194, New Orleans, La.; cause, phthisis pulmonalis.....	400.00	Nellie Mooney, beneficiary, death claim of Joseph Mooney, deceased, late member of Div. No. 459, Bridgeport, Conn.; cause, gastric ulcer and pneumonia...	600.00
W. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of J. Fitzgerald, deceased, late member of Div. No. 308, Chicago, Ill.; cause, carcinoma of larynx.....	800.00	Mrs. James F. Wickersham, beneficiary, death claim of J. W. Wickersham, deceased, late member of Div. No. 517, Gary, Ind.; cause, street car accident, shock from both feet being severed from body.....	500.00
William Yates, financial secretary of Div. No. 134, for funeral and tombstone expenses, death claim of Nick Focase, deceased, late member of Div. No. 134, New Westminster, B. C.; cause, murdered, homicide by severance of head from body.....	100.00	Margaret P. Willard, beneficiary, death claim of N. P. Willard, deceased, late member of Div. No. 645, Indianapolis, Ind.; cause, la grippe and acute nephritis.....	150.00
Mrs. Marcia Leonard, beneficiary, death claim of John J. Leonard, deceased, late member of Div. No. 425, Hartford, Conn.; cause, probably suicide by carbolic acid.....	800.00	Mrs. Harry Bowler, beneficiary, death claim of Harry Bowler, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Bright's disease.....	150.00
Mrs. Agnes Whitmire, beneficiary, death claim of Ambrose Whitmire, deceased, late member of Div. No. 496, Pittsfield, Mass.; cause, lobar pneumonia and acute bronchitis.....	600.00	Mrs. John Cunningham, beneficiary, death claim of John Cunningham, deceased, late member of Div. No. 113, Toronto, Ont.; cause, paralysis.....	800.00
Mrs. Mary E. Coughlin, beneficiary, death claim of John Coughlin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, heart trouble....	250.00	W. J. Scollin, guardian to minor child, beneficiary, death claim of R. E. Stack, deceased, late member of Div. No. 215, Wheaton, Ill.; cause, typhoid phthisis.....	150.00
Mrs. Mary McVey, beneficiary, death claim of John McVey, deceased, late member of Div. No. 241, Chicago, Ill.; cause myocarditis and cystitis.....	500.00	Mrs. E. C. Beadle, beneficiary, death claim of Clifford Beadle, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, measles.....	400.00
Reuben G. Rundquist, power of attorney for beneficiaries, death claim of Joseph Johnson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, hematuria, anaemia and exhaustion.....	800.00	Mrs. O. T. Parker, beneficiary, death claim of Oliver T. Parker, deceased, late member of Div. No. 518, San Francisco, Cal.; cause, tuberculosis.....	500.00
Mrs. Rose Wilbur, beneficiary, death claim of Lloyd Wilbur, deceased, late member of Div. No. 174, Fall River, Mass.; cause, Bright's disease.....	100.00	John H. Gavin, beneficiary, death claim of Michael H. Gavin, deceased, late member of Div. No. 241, Chicago, Ill.; cause, general athenia and empyema.....	500.00
Dora B. Douglass, beneficiary, death claim of John C. Douglass, deceased, late member of Div. No. 589, Boston, Mass.; cause, ulcer of stomach.....	250.00	Mary L. Flanagan, beneficiary, death claim of Terence Flanagan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, edema of lungs and arterio sclerosis.....	800.00
Mrs. Clara G. Long, beneficiary, death claim of Romain D. Tyler, deceased, late member of Div. No. 241, Chicago, Ill.; cause, acute indigestion.....	800.00	Mrs. Lydia Walsh, beneficiary, death claim of John Walsh, deceased, late member of Div. No. 235, Brockton, Mass.; cause, myocarditis, chronic nephritis and broncho pneumonia.....	150.00
Mrs. Katherine Schnaitman, beneficiary, death claim of John Schnaitman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia.....	250.00	George W. Smith, beneficiary, death claim of John A. Smith, deceased, late member of Div. No. 663, St. John, N. B.; cause, pneumonia.....	100.00
John M. Gibbons, testamentary guardian to minor child, beneficiary, death claim of John F. Tally, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic heart and kidney disease, with injuries from being crushed in collision.....	800.00	Mrs. Agnes Gorzke, beneficiary, death claim of Michael Gorzke, deceased, late member of Div. No. 241, Chicago, Ill.; cause, typhoid fever, cerebral spinal meningitis and bronchitis.....	100.00
Katherine Lodge, beneficiary, death claim of Howard Lodge, deceased, late member of Div. No. 272, Youngstown, Ohio; cause, paresis with convulsions.....	800.00	Lillian M. Rea, beneficiary, death claim of William Rea, deceased, late member of Div. No. 589, Boston, Mass.; cause, ulcer of stomach with perforation, peritonitis and anaemia.....	250.00
Mrs. Peter O'Connell, beneficiary, death claim of Peter O'Connell, deceased, late member of Div. No. 308, Chicago, Ill.; cause, accident, shock and injuries from being crushed by street railway car.....	100.00	H. S. Archer, beneficiary, death claim of Henry Archer, deceased, late member of Div. No. 246, Salem, Mass.; cause, broncho pneumonia.....	500.00
Laura Ellen Beswick, beneficiary, death claim of Rodger Beswick, deceased,		Mrs. T. Bagnetto, beneficiary, death claim of T. Bagnetto, deceased, late member of Div. No. 194, New Orleans, La.; cause, Bright's disease.....	800.00
		Mrs. Alfred J. Bernard, beneficiary, death claim of Alfred J. Bernard, deceased, late member of Div. No. 194, New Orleans, La.; cause, street car accident, causing ruptured intestines, shock and general peritonitis.....	400.00



Mrs. Mary Fleming, beneficiary, death claim of Thomas Fleming, deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia.....	800.00
Ella McCabe, beneficiary, death claim of Bernard McCabe, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, chronic interstitial nephritis.....	800.00
Mrs. John F. Newberry, beneficiary, death claim of John F. Newberry, deceased, late member of Div. No. 26, Detroit, Mich.; cause, chronic nephritis.....	800.00
Mrs. William Kleiman, beneficiary, death claim of William Kleiman, deceased, late member of Div. No. 26, Detroit, Mich.; cause, acute nephritis.....	800.00
Mrs. Anna Humphrey, beneficiary, death claim of William Humphrey (Humphrey), deceased, late member of Div. No. 132, Troy, N. Y.; cause, accident, head-on collision of street cars, causing broken back and legs.....	800.00
Blanche Barry, beneficiary, death claim of E. J. Barry, deceased, late member of Div. No. 280, Lowell, Mass.; cause, cerebral hemorrhage.....	800.00
Mrs. Lena Schnadt, beneficiary, death claim of William Schnadt, deceased, late member of Div. No. 241, Chicago, Ill.; cause, cerebral hemorrhage and arterio sclerosis.....	800.00
<b>Total .....</b>	<b>\$24,250.00</b>

### IN MEMORIAM.

#### By Div. No. 285, Steubenville, Ohio.

Whereas, It has pleased the Divine Ruler to take from our midst our beloved brother, Eugene Burris, who was a true and faithful member of Division No. 285 for a number of years, and

Whereas, Our deceased brother was an efficient workman whose pleasing personality and kindly words endeared him to all with whom he came in contact; therefore be it,

Resolved, That we, the members of Div. No. 285, A. A. of S. & E. R. E. of A., extend our heartfelt sympathy to the sorrowing family, and that our charter be draped in mourning for a period of 80 days, a copy of these resolutions be sent the family and to our official journal, and a copy be spread upon the minutes of the Division.

DAVID STARR,  
JAMES LAWTHERS,  
JOHN LEE,  
GEO. S. SPENCE,  
Committee.

Jan. 27, 1916.

#### By Div. No. 680, Punxsutawney, Pa.

Whereas, Almighty God in his infinite wisdom has seen fit to remove from our midst by death Bro. Thomas McDonald, and knowing that mere words cannot take away the grief from the sorrowing hearts of his dear ones, yet we feel that this expression of our heartfelt sympathy may soften their sorrow; therefore be it

Resolved, That the charter of Div. 680 be draped in mourning for thirty days in respect for our late brother, and that this memoriam be sent to the M. & C. for publication.

CLINTON ROCKWOOD,  
JOHN E. MOONEY,  
NICK MORRIS,  
Committee.

Jan. 28.

#### By Div. No. 114, Youngstown, O.

Whereas, Almighty God in His infinite wisdom and power has taken from us our esteemed manager of railways, Mr. G. J. A. Paul, a man quiet, unassuming, whose kindly disposition, sterling character and desire to be absolutely fair in his actions toward all men, earned him the respect and confidence of all who knew him

and whose thoughts even during his painful last days were for the welfare of his men. Therefore, be it

Resolved, That we, the members of Div. 114, A. A. of S. & E. R. E. of A., extend to the sorrowing family our heartfelt sympathy, assuring them that our sorrow is second only to their own; and be it further

Resolved, That as our tribute to the memory of a man whose life may well be emulated, our charter be draped for thirty days, these resolutions entered on the records of our local, a copy sent to the bereaved family and one each to the Motorman & Conductor and the Emm & Ess for publication.

J. H. MCAULIFFE,  
J. H. HENNON,  
JAS. COTTER,  
Committee on Resolutions.

#### By Div. No. 174, Fall River, Mass.

Whereas, The Divine Ruler and Governor of all things has taken from us in the springtime of his youth, our beloved brother, Lloyd Wilbur; therefore, be it

Resolved, That as we humbly submit to the supreme command, we extend to the bereaved family our most sincere sympathy and commend them with respectful reverence to the solace of the Almighty God

Resolved, That in that Div. No. 174 laments the loss of an able worker through the death of our late brother, as a mark of respect, we drape our charter for thirty days; that we send a copy of these resolutions to the Motorman and Conductor for publication and to the bereaved family; have them entered on the minutes of our Division and when we adjourn this meeting, it be in memory of our beloved friend and brother, Lloyd Wilbur.

January 11, 1916.

WM. KEATING, Pres.  
M. P. GALVIN, Treas.  
J. MALVEY, Fin. Sec.  
Committee.

#### By Div. No. 645, Indianapolis, Ind.

Whereas, It has pleased the Supreme Being to again enter our ranks and call to rest our worthy brother and co-worker, N. P. Willard, who was a true friend and ardent worker and an upright citizen; be it

Resolved, That the members of Div. 645 extend to the bereaved widow and family sincere sympathy at this time of great sorrow and loss, that we now commend the spirit of our departed brother to that One who knoweth best and who "doeth all things well." Be it further

Resolved, That a copy of these resolutions be spread upon the minutes of this meeting, that a copy be sent to the Motorman and Conductor, and the charter be draped for a period of thirty days.

WILLIS KILBURN,  
WILLIAM F. WHITE,  
February 2, 1916. Committee on Resolutions

#### By Div. No. 235, Campello, Mass.

Whereas, God in His infinite mercy has seen fit to remove from our midst our beloved and long suffering brother, John Walsh, one whom the finger of adversity has long been pointed to.

Whereas, We should in our humble way extend to his bereaved ones, our heartfelt sympathy, in this their darkest hour, that they may be more reconciled to the workings of the Supreme Commander. Be it

Resolved, That we send a copy of these resolutions to the family of our late Bro. John Walsh; that a copy be sent to our official journal, The Motorman and Conductor, and spread upon the records of Division No. 235. That our charter shall be draped for thirty days as a silent testimonial of our feelings.

P. F. SHEEHAN, E. W. HAYWARD,  
J. C. MACOMBER, S. A. HARGRAVES,  
ANDREW DRISCOLL.

**By Division No. 333, Battle Creek, Mich.**  
Whereas, It has pleased our Heavenly Father to take from among us our esteemed brother, Chas. E. Comstock, and

Whereas, Our late brother was a true, loyal and faithful member of this Association, beloved by his fellow workmen, a true friend, a loving husband and a kind father, be it

Resolved, That we, the members of Division No. 333 of the A. A. of S. & E. R. E. of A., extend to the bereaved family our heartfelt sympathy in their sad hour of sorrow; and be it further

Resolved, That the charter of Division No. 333 be draped in mourning for a period of thirty days as a mark of respect for our late brother; that a copy of these resolutions be sent to the bereaved widow, and that a copy be inserted in our official journal, The Motorman and Conductor.

Attest: GEO. C. SCHWEDER, Sec.  
Jan. 8, 1916.

**By Div. No. 441, Des Moines, Ia.**

Whereas, Almighty God in His infinite wisdom and goodness removed from our midst our esteemed brother and faithful worker, John S. Weaver; and

Whereas, our late brother was a patient sufferer for several months, during which at all times his hands were ever ready to do good for his local; therefore be it

Resolved, That we extend to the bereaved family our sincere sympathy and that as a mark of respect for our late brother our charter be draped for a period of thirty days; that these resolutions be entered upon the minutes of the Division; that they be sent to the Motorman and Conductor for publication, and that a copy be forwarded to the bereaved family.

T. L. HOLLINGSWORTH,

J. B. DONOGHUE,

J. F. CONRAD,

Feb. 28. Committee on Resolutions.

**By Div. No. 246, Salem, Mass.**

Whereas, The almighty and merciful God has removed from our midst our late brother Henry Archer, who left this world on Sunday, Jan. 29, 1916, of pneumonia; his death removes from the Bay State R. R. Company a faithful and conscientious employee and a loyal and true member of our organization. His heart was big and his helping hand was always extended to those in distress. He endeared himself to all and will be greatly missed.

Whereas, In life he had all the qualities that make up a noble record and was full of devotion for his employers and for his work. He had no mean qualities and was always of a liberal and kindhearted disposition.

Resolved, That we extend to the bereaved family and relatives a copy of these resolutions and extend to them our sincerest sympathy in this their hour of affliction in the loss of so noble a father and friend, and assure them that our sorrow is as keen to us as it is to them in the loss of a noble-hearted brother.

Resolved, That a copy of these resolutions be sent for print to the Motorman and Conductor and spread on the minutes of our meeting, and that our charter be draped in mourning for a period of thirty days.

Respectfully submitted,

E. P. O'BRIEN, Chairman,

E. A. BROWN,

MARCUS SHEA,

JOHN R. AHERN, Secretary,

Committee on Resolutions.

Feb. 17, 1916.

**By Div. No. 663, St. John, N. B.**

WHEREAS, Divine Providence has removed from us our esteemed Brother John Smith who served this Division faithfully, therefore be it

RESOLVED: that with deep appreciation of the labor that he bestowed upon his duty, with sincere regret at the loss of his companionship we record our high esteem for his personal character.

RESOLVED, that as a token of respect we drape our charter for thirty days; that a copy

of these resolutions be filed with this Division, a copy sent to his relatives and a copy sent to the Motorman and Conductor for publication.

J. B. ROWEN,

A. E. NOWELS,

R. W. SCOTT,

Jan. 26. Committee on Resolution.

**By Div. No. 398, Boise, Idaho.**

WHEREAS, It has pleased the Supreme Ruler of the Universe to remove from our midst our beloved brother J. C. Porter, and

WHEREAS, He was a loyal member and a good and honest employee, and we miss his companionship, therefore

BE IT RESOLVED, That we drape our charter for 30 days, extend our sympathy to his bereaved wife, have a copy of these Resolutions published in our Official Journal and the Gem Worker and also made record of in the Minutes of our Meeting.

GEORGE L. MAYNARD,

F. G. SHUNKWILER,

J. W. LYDA,

Jan. 26, 1916. Committee.

**By Div. No. 682, Ft. Wayne, Ind.**

Whereas, Brother Herbert J. Waggoner has passed from this life, and in doing so left many friends and acquaintances. He was faithful to the trusts bestowed upon him, true to his fellow men and the principles that make for real manhood. Therefore, be it

Resolved, That members of Local Div. No. 682 express their friendship for the deceased brother and sympathy to the bereaved family, friends and relatives in this memorial that shall be spread on the records of the Local and a copy of which shall be sent to the monthly journal of the organization for publication.

J. E. MILLS,

President.

Attest: JAS. LACEY, Secretary.

March 28.

**By Div. No. 85, Pittsburgh, Pa.**

Whereas, It has pleased the Divine Ruler to take from us our beloved brother, E. L. Bradley, who has been a true and faithful member of Division No. 85 for a number of years.

Whereas, Our deceased brother was an efficient workman whose pleasing personality and kindly words endeared him to all with whom he came in contact; therefore, be it

Resolved, That we, the members of Division 85, A. A. of S. & E. R. E. of A., extend our heartfelt sympathy to the sorrowing family, and that our charter be draped in mourning, a copy of these resolutions be sent to the family, to the official journal, and a copy be spread upon the minutes of the Division.

March 23.

H. M. CAMPBELL,

H. C. DIXON,

H. M. BRENNEMAN,

FRED SCHAFFER,

Committee on Resolutions.

Whereas, It has pleased the Divine Ruler to take from among us, our beloved brother, Hamilton Huey, who has been a true and faithful member of Division No. 85 for a number of years, and

Whereas, Our deceased brother was an efficient workman whose pleasing personality and kindly words endeared him to all with whom he came in contact; therefore, be it

Resolved, That we, the members of Division No. 85, A. A. of S. & E. R. E. of A., extend our heartfelt sympathy to the sorrowing family, and that our charter be draped in mourning, a copy of these resolutions be sent to the family, each of the official journals, and a copy be spread upon the minutes of the Division.

March 23.

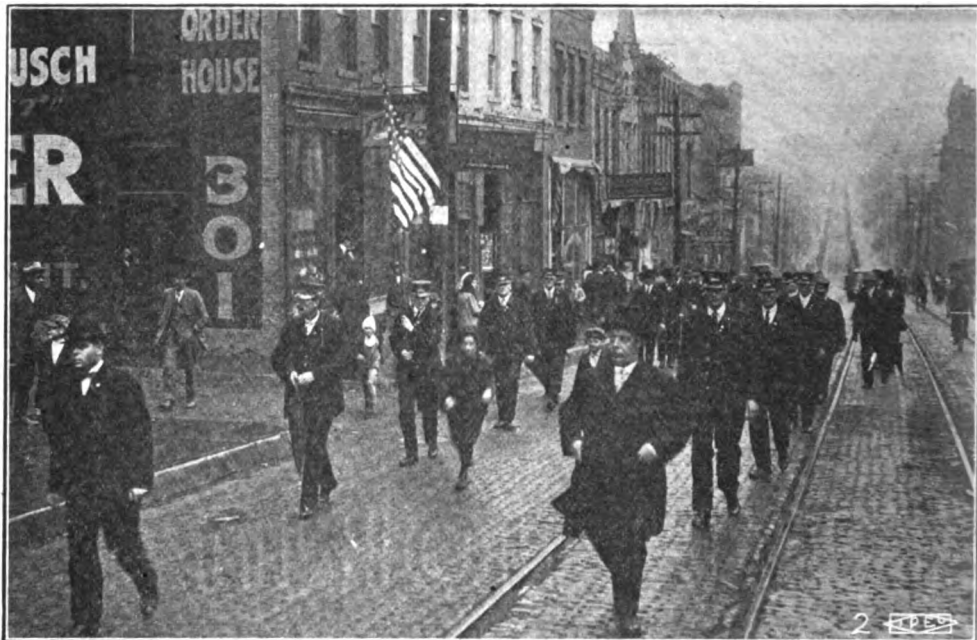
BEN STINGER,

DAN DELANEY,

W. F. DILL,

FRED SCHAFFER,

Committee on Resolutions



Div. No. 691, Springfield, Mo., Heading a Parade at Springfield, Mo., as Told by the Springfield Division Correspondent.

## DIV. 691 MAKES HER INITIAL BOW.

Springfield, Mo.—The street railway men here held a three-session meeting at the Eagles' Hall, Jan. 20, in which 35 motormen and conductors signed up with the A. A. of S. and E. R. E. of A. Jan. 24 another meeting was held, in which 35 more signed, giving us a membership of 88 out of 90 motormen and conductors employed by the Springfield Traction Co. at that time. We elected our officers and, under the supervision of J. C. Colgan, took the obligation. We drafted an agreement asking for recognition, arbitration and seniority.

When our proposed agreement was presented to the company the officials put us off from time to time until it began to look very discouraging. On Feb. 28 our president called a special meeting. We voted unanimously to give the company officials until 12 o'clock midnight to end the suspense. We waited with much concern, but the company failed to sign up. We reported at the barn at the usual time, 5:40 A. M., Feb. 19, but, as we heard nothing from the officials of the company, we walked out.

Everything went along very quietly for four days while our suspension was under way. The boys were methodical and fine order was observed. The sentiment of the people was strong for us. The various organizations conducted a parade on Feb. 22, in which 3,200 men marched down the principal street in sympathy with us. We led the parade, headed by Brother J. C. Colgan of the International Office and President O. E. Jennings of the Springfield Central Trades Council. Disregarding the fact that it was raining, there was a large crowd all along the streets to cheer the boys as we marched along.

In the morning of the day of the parade Board Member Colgan received an invitation from the officials of the company to meet for

a conference with him and the committee from Div. No. 691, our newly instituted local. Ten o'clock A. M. was suggested as the meeting time, but on account of the parade the conference was postponed until 2 o'clock P. M.

At the conference, after a discussion of nearly three hours, during which time every point of the agreement was gone over, a settlement was reached. There were a few minor changes in the agreement, but the agreement, when brought back to the boys, was approved. Concessions obtained outside of the agreement was the reinstatement of one of our members, and he was given his full rights back in employment. We asked pay for the four days we had been idle, but the company refused to concede this and, as we had won our cause, the agreement and conditions brought back for settlement were unanimously accepted. We are all back at work again in our regular places, but now as recognized union men. We fought a good fight and our cause is won. We were orderly throughout, as we had begun. Now the cars are running on schedule time as the music wells out from the register's chime.

We recognize that we owe much to the public and those who assisted us, and extend our acknowledgment and sincere thanks. Neither can we close without paying tribute to President Wood of the Missouri F. of L.

COR.

## ARE PROGRESSING.

Ottumwa, Iowa.—The opening of spring finds Div. No. 199 O. K. We are progressing in every direction.

Brother J. E. Mallonee is improving from sickness and will soon be in condition again to take his run.

Brother F. Hogue now is enjoying a daylight run after over five years on the waiting list. He is quite a happy little man and is taking extra care of his new run.

C. S.

## EXPECT HEAVY SUMMER BUSINESS

**Niagara Falls, N. Y.**—Board Member S. T. Bennett of the Niagara Falls Branch of Div. No. 623, has been very busy recently receiving applications. Some twenty new members were obligated at our last two meetings. Summer months are drawing near, and it is expected that traffic will be extra good on account of the large number of conventions booked to be held here.

Board Member Frank Ramsdell of the Niagara Gorge route, will be kept busy receiving applications of new men going on to meet the increased traffic on that branch.

Board Member John Parker and President Frank O'Shea have been busy lately on our proposed new agreement soon to be presented to the company.

Two dances held by us during the winter were very successful. Special cars from Buffalo brought 100 people each and everybody present enjoyed themselves. The profit from these events was turned over to the sick benefit feature of Div. No. 623.

All arrangements have been made for our third annual banquet to take place April 6 in the Clifton Hotel. All members with whom it is possible are expected to be present with their wives and friends. President O'Shea will be toastmaster, and there will be on hand some out-of-town talent. The committee having arrangements in hand is comprised of Brothers Robert Sarbutt, John Parker, Charles Harris, Frank Ramsdell and Charles Hartzner.

After six weeks' affliction from la grippe, Brother Robert Gilbert is again at work.

On the sick list are Brothers William McIntosh, Armstrong and Cudney.

Some class to the fox-trot as executed by Brother Frye.

An especially attractive head of hair rivets attention on Brother Joe Schlickluna.

A. M.

## WAY FOR BETTER RESULTS.

**Sacramento, Cal.**—Wednesday, March 22, occurred the regular meeting of Div. No. 256. Several important communications were received and filed and some were complied with. The executive board reported no progress in the Slater and Saunders cases, which were, by action of a former meeting, referred to the committee. We considered unjust the dismissal of these two brothers.

Mr. John M. Ryan of the California Liberal League, an organization having as its object the combating of the prohibition movement, addressed a recent meeting of the local in an effort to enlist our aid against a dry state. Prohibition is being agitated throughout the state, with the object of making it dry.

The street railway company has decided to antagonize the jitney bus business here. Announcement has been made of a five-minute service, with four-cent fares and faster schedules. If successfully worked it will undoubtedly tend to eliminate the jitney business, but it is rather late, as the jitneys have a good start here. It is our opinion that if the management would become more popular there would be better results.

256.

## FIRST DEATH FOR SIX YEARS.

**Derby, Conn.**—Bro. Chas Ruple, a conductor for the past eighteen years, has left the service and moved onto a farm he recently purchased. The members all wish him success in his new venture.

Bro. Henry Stickney has left the service and entered employment in the office of the American Brass Company. Bro. Thomas Rowley has obtained a position with the same company as foreman of the scrap department.

Bro. John Timmons, who served as motorman for three years, has returned to his former occupation as a machinist.

Bro. Raymond Maybury has left Derby and entered employment of the Ford Motor Company, Detroit, Mich.

Bros. J. J. Healey and Schussler have secured steady runs.

Congratulations are extended to Bro. C. C. Ryan, who is the proud father of a brand new girl.

Bro. Devlin is proud of his new car, but objects to the wheel-brake.

Bro. Andrews makes a classy motorman.

Bro. Joe Brown expects to have a ball-team this year that will defeat any team in the valley, but if he does he will have to move over from Shelton.

It is now time for Bro. E. S. Laborie to start his fishing.

Bro. George is soon to enter the hospital for an operation on his throat.

Bro. Jake Solomon attends the theater regularly each week at New Haven.

Bros. Bob Peterson and Andy Walsh of the Avenue Line, are some team.

Bro. William McAvoye, who was ill in the hospital for several weeks, passed to the Great Beyond. He is the first member this division has lost by death in six years. He was a bright young man, polite and obliging in the discharge of his duties as a conductor and was popular with the members of Div. No. 469. The entire membership extend sympathy to his bereaved parents, brothers and sisters. His parents were presented by the division with a purse of money, which was highly appreciated.

469.

## SUPPLIED GREATEST NUMBER FOR OVERSEAS SERVICE.

**Toronto, Ont.**—The members of Div. No. 113 are realizing the blessing of a sick benefit department this winter more than ever before. For the months of January and February there was 299 weeks and 3 days sickness. Our local paid out in benefits \$1,879.95. Deaths during the same period was five. Bro. Harry Bowler, Jan. 13; Bro. John Cunningham, Jan. 23; Bro. Alex. G. Hume, Jan. 28; Bro. John A. Carmichael, Feb. 15; Bro. Wm. J. McNally, Feb. 19. Bro. McNally was the conductor who fell from the running board last May, sustaining a fracture of the skull from which he was unconscious for ten days, and no hope was held out for his recovery, but after three months he was discharged from the hospital and resumed work shortly after and seemed to have fully recovered, but he was taken suddenly ill on Feb. 14 and died in the General Hospital on the 19th.

We have now over 500 members who have joined the Canadian expeditionary forces for overseas duty, and more enlisting every day. This is the best showing of any Trades Union in Canada, in fact, we doubt if any better showing can be made in the British Empire. When peace has been restored and democracy has triumphed, Div. No. 113 will be proud that in the foremost ranks her members stood side by side and performed deeds of valor that will make the heart of every true Canadian thrill with pride. There are hundreds more of our members who would be in the ranks were it not for the fact that they have past the age limit or through some small defect are physically unfit. Amongst those enlisted are 162 married men, leaving 334 children.

The division has decided to put a team in the "T" and Foot-ball League, nearly all of our old team have joined the forces and are in France, and we will have to try out some new blood, and keep up the honor of old 113 on the field of sport.

A large number of new men are being taken on the service. Every member should constitute himself an organizer and see that these men are wearing the union button. The board member cannot do all the work.

The regular meetings are being poorly attended, while the barn and street corner meetings are still holding forth. The place to discuss business is in the meetings, not on the corners or in front of the wicket in the barn as some members are in the habit of doing.

Bro. Ed Crossland has received an appointment from the Ontario Railway Board. The members wish him success in his new position.

113.

## DETROIT DIGEST.

April 7, Div. No. 26 held a morning meeting at 9 o'clock a. m., at Knights of Equity hall. This was the first morning meeting of the local and was experimental. It was a success in membership attendance. The financial report of Sec.-Treas. Neil McLellan for the three months ending March 31 showed a balance in the treasury of \$16,426.19. This is a net gain over the balance on hand Jan. 1, which was \$13,284.81. Ninety applicants were obligated. This is the largest number of applicants ever obligated at a single meeting. Different grievances were discussed and referred to the business agent, who was instructed to be able to report upon them at the next meeting.

Business Agent Castator made several trips to Toledo during the strike of the Toledo street railway men. He visited the different car barns and his report was interesting and most encouraging upon the character of the men involved in the strike. Div. No. 26 extends most fraternal greetings to the new Toledo Local, Div. No. 697.

The sympathy of the division goes out to Bro. T. Curley in the recent death of his estimable wife.

Bro. A. Carter was recently called upon to mourn the loss of an infant child. The division extends sympathy to the bereaved family.

Bro. Joseph S. Rowley of the Jefferson line was recently severely injured in a stabbing affray while on duty. He is recovering in St. Marys Hospital.

A meeting of interurban members was held Wednesday evening, April 5, at Birmingham to discuss the question of extending a supplemental agreement covering interurban men to the Pontiac Division. All Pontiac men except those on duty were present and voted unanimously to remain under the principal agreement.

The following are the names of deceased brothers upon whose deaths claims have been levied on working cards since Jan. 1, 1916: Melvin Hunter, Woodward; William Kleiman, West Fort; John Newberry, Jefferson; Frank L. Vickery, Hamilton; Robert L. Robertson, Sherman West; C. Reed, Woodward; James Russell, Woodward; John Hunt, Flint Division; Harry A. Morris, Harper.

The Reliable Laundry is the only "closed shop" union laundry in Detroit. Call Ridge 2012 for service. Mack.

## APPEAL FOR LABOR TEMPLE.

**Vancouver, B. C.**—There is one thing sure. The Vancouver boys read the Motorman and Conductor. Several have been getting after the press correspondent for neglecting to supply the official journal with an item of news each month.

Since the beginning of the war about 80 of our members have enlisted and there is every reason to believe that many more will follow.

In conjunction with our sister locals at New Westminster and Victoria the government has been approached with a view to having legislation passed for a 6-day week for street railroad men in British Columbia. Pres. W. H. Cottrell and Bus. Agent Hoover represented Div. No. 101 and we believe the outcome will be favorable to our wishes.

We have in this city a splendid quarter of a million dollar Labor Temple, centrally located, and admitted by visitors to be one of the finest buildings of its kind on the continent. There is a mortgage on the building which, had times remained normal, would not have bothered the directors to meet. Owing to general depression, war conditions, etc., the company is obliged to appeal to outside organizations for assistance. The following quotation is from our Labor paper, The B. C. Federationist: "As this is the first time in the history of the Vancouver council when an appeal has been made to outside labor organizations for assistance, it is thought that it will result in the proffer of such assistance as will tide the Labor Temple company over its difficulties. Especially is this the case as the council does

not have to go to the outside organizations 'hat in hand.' But is able to offer stock in a legitimate paying investment under normal conditions, the basis of the appeal being the purchase of treasury stock in the holding corporation. The parties holding the mortgage on the property have granted the Labor Temple company an extension of time for the adjustment of its financial affairs, the further attitude of the mortgages being dependent on the showing made during the period granted." The special appeal is to be made shortly, and the hope of trades unionists in British Columbia is that the response will be such as will enable us to keep the control of the Labor Temple in the hands of organized labor. Pioneer Division is financially interested to the extent of about \$3,000, and we look forward to the time when we shall congratulate ourselves on our investment.

We had quite a little flutter here a short time ago when the company announced that they were going to install one-man-cars on outside lines. Needless to say of the stand our division took on this question. However, we have heard nothing about the matter lately. 101.

## HONOR ROLL.

**Edmonton, Alta.**—During the week ending March 18 the Radial Sub Command of the Legion of Frontiersmen went steadily on, notwithstanding the fact that a large number of our members had enlisted for overseas service in various battalions. The recruiting squad is still growing strong under Sergeant Morse, showing there are many men willing to perfect themselves in squad drill, the groundwork of all good drill. Those in our department who have not yet come into line can bear in mind that there is plenty of room. The Radial Sub Command would be pleased to see every union member in the ranks. Captain Palmer and Lieutenant Bullock will be glad to welcome you.

The Legion of Frontiersmen have given over 1,400 to the colors. This Legion is an institution in which, when a man joins, he is required to enroll as a private and qualify for positions in the non-commissioned officers' rank.

Since the outbreak of the war to March 11, 311 civic employees of Edmonton have joined his majesty's forces. The street railway department heads the list with 44. Two of our members—Brothers J. W. D. Tuck and W. McCann of the 101st Regiment—were killed in action.

Those of the street railway department who have joined the colors are: J. W. D. Tuck, 101st Fusiliers; R. Dean, 49th Battalion; E. Parrock, 101st Regiment; J. Murphy, 51st Battalion; J. McGowan, 51st Battalion; W. Mowat, 63rd Battalion; E. Emes, 51st Battalion; C. Johnston, 51st Battalion; W. McCann, 101st Regiment; T. C. Ramsey, 101st Regiment; T. Burke, 101st Regiment; S. Nield, 51st Battalion; P. Osborne, 51st Battalion; M. J. Dowdall, 49th Battalion; T. Greenaway, 66th Battalion; J. McEwen, 66th Battalion; G. W. Baxter, 51st Battalion; F. England, 66th Battalion; C. E. Green, 49th Battalion; J. Winttingham, Royal Eng. Res.; M. Mattingley, 19th Regiment; A. Hutton, 101st Regiment; L. Fleming, 63rd Battalion; W. McPherson, 101st Regiment; H. McPherson, 66th Battalion; A. Collier, 63rd Battalion; T. Fox, 51st Battalion; T. Hollands, 101st Regiment; W. Whitehead, 51st Battalion; J. Findlay, 19th Dragoons; H. C. Saunders, 45th Battalion; W. Woodford, 63rd Battalion; D. Houston, 194th Battalion; C. Ostrander, 202nd Battalion; J. Thompson, 194th Battalion; E. Macdonald, 202nd Battalion; J. Hodson, 194th Battalion; Douglas Berry, 138th Battalion; L. Botilly, 194th Battalion; R. Yale, Engineers; D. Watt, 138th Battalion; J. Tetreault, Engineers; G. Massie, 138th Battalion; M. Cody, 138th Battalion; B. Blak, W. Davies, 138th Battalion; W. Houghton, W. Patterson, 194th Battalion; and W. McLennan, piper, 63rd Battalion.

Many new men are coming into our service. It is our duty to get them into the local. It should be sufficient to explain to them the merits of our Association for them to join.





Members of Div. No. 99, Amalgamated Association, Winnipeg, Man., Enlisted for Overseas Service. There are More Than a Thousand Amalgamated Men in Canada's Volunteers.



## UNREGULATED MAN IS WORTHLESS.

**Pittsfield, Mass.**—The net corporate income of the separately operated companies in which the N. Y., N. H. and H. Ry. has an interest amounted in January, 1916, to \$1,217,690.00 as against \$359,335.00 for January, 1915. Does this mean anything? Factories all over the country are advancing wages. Manufacturers are realizing the higher cost of living. Are we in line, brothers? How about the eight-hour day? Conditions warrant the attendance at every meeting of every member.

Bro. Rhodes and wife are rejoicing over the advent of a big baby girl. Congratulations.

Bro. Kenney is again on the job looking good. Sunshine Thornberry is making good as a fireman on the engine.

The display of ill-nature on the part of one of our members at the Park recently is to be deplored by all good union men. The union man who realizes the importance of controlling himself and is able to do it at all times is head and shoulders above those who do not. A prominent present day philosopher says that "an unregulated man is worthless."

"Preparedness" is receiving sufficient publicity to enforce its consideration upon the minds of all men. The height of preparedness is loyalty. President Wilson has been able to steer this country clear from mixing in the European war from the fact that he has received the loyal support of a majority both in and out of Congress. Shall we be less loyal to our own immediate interests? Our lodge room is the place where our business should be transacted. It is also the place where the treacherous member gets his information to peddle where it will do the most harm. Dr. Elliott is quoted as saying "A smile is like putting money out at interest. A frown is worse than a bad debt." Let us spruce up and smile the union smile.

The recent death of Bro. Ambrose Whitmire took from us a member who had endeared himself to us by his loyalty to the organization and his quiet, unassuming nature. He was recognized as one of absolute integrity. Upon the report of a resolutions committee comprising Bros. R. C. Murray, O. N. Blake and R. P. Nye resolutions were adopted commemorating his life's work and extending sympathy to the bereaved family. 496.

## THE MEANEST MAN.

**New Bedford, Mass.**—If all men on our road who believe in organization would make an open profession of their faith we might accomplish much more. We thank the negative union men for their good will; but it is the positive unit that moves things. Let's not lack the requisite courage to denounce the evil we deplore. It has come to us that a few motormen and conductors who went back to work before the strike of 1906 was declared off have framed letters of mock and sarcasm which they are passing around for signatures and intend to send to our division. It will prove a record instrument for those who may sign it. With all their shortcomings and ignorance we hope to see the day that we may be able to call them brothers. The door of our organization is open and invitation is extended to them to join for weal or woe in our great uplifting cause.

Bro. Sumner at the age of 26 departed from this life of single blessedness, a victim of a lovely maiden. Good luck.

Bro. Carlson has recovered from the sick list.

Bro. Bill Kelley, our financial secretary, is allowed compensation for dues collecting. He will now go to work in earnest.

Our charge against the management of the Union Street Ry. Co., that discrimination was used in the dismissal of Motorman Muldoon was heard by the state board of arbitration at the municipal office building Feb. 16. The board consisted of Chairman Willard Howland,

Chas. G. Wood and Frank M. Bump. The company was represented by former attorney general, Jas. M. Swift. We were represented by Attorney Jas. J. Vahey and Vice-President P. J. O'Brien. The board rendered a finding Feb. 21. The board claims that the company was within its rights in discharging Muldoon and was not bound to arbitration. The board entirely ignored the real question presented. This is the only company in this state that is not committed to arbitrate disputes. If a strike occurs on this system it will not be the fault of the men. Our members can not be discharged without just cause. The public will not tolerate any high handed methods in dealing with employees by a public service corporation.

Attorney J. H. Vahey gave a very interesting talk to our members at a special meeting Wednesday evening, Feb. 16.

Like the age of Ann "the meanest man" was brought to our attention recently. We had heard of the man who gave his half-witted son a penny a day for hoeing potatoes, took the coin from his trousers every night as he slept and used it to reward his service for the following day. By having a superlative cussed meanness I refer to the plug that pulled his union button off after we stood by him when he was down and out and dug into our pockets and gave him a purse of \$47.00.

Bro. Thomas Sheard recently entertained Harry Wadsworth of Staley Bridge.

Bro. Raymond Hamersley is now a reserve police officer.

Bro. Andrew Perry claims to be the best crib player in New Bedford. 673.

## EX-PRESIDENT WILL MOVE.

**Galesburg, Ill.**—The February meeting of Div. No. 515 held the 18th at which Pres. H. S. Lucas presided, was well attended at both sessions. Communications were read from Bros. R. A. Taylor of Chicago, and Geo. Barnhart of Marshalltown.

About the 1st of March, Bro. Jno. Wogomon will take possession of his newly purchased residence at the corner of Loucy and Monroe streets.

Our members are grieved to learn that Mrs. J. C. Blackburn is seriously ill at her home in Marshalltown. Her husband is superintendent of the city line of Marshalltown and is a former member of Div. No. 515.

Bro. Geo. Angell was about two weeks reading gas meters for the company recently.

May we call the attention of our ex-president to the fact that our meetings are yet being held the third Friday of each month.

The daughter of Bro. Harry Wilson is reported to be very sick.

Bros. McCombs, Holt, Poland and Ira Kemp are new additions to our local.

Bro. H. C. Hughes is visiting in Oklahoma.

Bro. R. A. Goddard recently had an auction sale of his farm implements and live stock.

Bro. T. J. Jordan is on the sick list. A. O. M.

## GOING AHEAD STRONG.

**Regina, Sask.**—Div. No. 588 is going ahead strong. Over 20 new members were enrolled during the last few months. We are particularly glad to have the barn men with us. To see them taking an active part in the work of the division is good.

We are all pleased to see Bro. R. A. Brown around after a serious illness.

Div. No. 588 is getting up a roll of honor for the members who have enlisted for active service.

Bro. Billingsley was in town for a few days on leave of absence from the front.

The recent death of our beloved brother, R. C. Bennett, caused deep grief to our membership and resolutions extending sympathy to the bereaved family were adopted.

Our meetings are not as well attended as they should be. We would like to see those brothers down who have not turned out for several months. A. S. P.



## HELD ANNUAL BANQUET.

**Butte, Mont.**—We held our annual election on December 17th in the club rooms. Officers elected were: Scott Stevens, president; W. J. Norman, vice-president; S. L. Anderson, secretary; J. S. Babb, treasurer; George Wampole, warden; Charles Goss, conductor; W. J. Norman, H. L. Girrior, S. L. Anderson, O. D. Holmes, executive board; Scott Stevens, Jake Baker, Trade Labor Council; Jno. Hammontré, correspondent.

On the night of the 17th and early a. m. of the 18th, our annual banquet was held, which was a grand success. We had turkey with all the trimmings for all employees of the Butte Street Railway. Messenger boys were put in service carrying the sumptuous feed to those who could not attend, such as night office force and barn men. The brothers on the sick list were not forgotten. In the meeting hall, on the floor below, was plenty of entertainment, consisting of music by 381's Glee Club, which is hard to beat for common motormen and conductors. A good recitation by Brother Peter Taylor was well applauded. Among the leading attractions were some boxing bouts between the fighting boys, Hocking and Kolch. They furnished a lively, bloody bout until stopped by the official referee, Geo. Wampole, in the third round, as the company officials had informed us they would not consider excuses for lay-off the following morning. Brother Wampole showed good judgment. Brothers Ivey and Edwards gave the boys a good four-round, no-decision bout. Also the messenger boys of the company gave an exhibition of a battle-royal, which was great from the spectators' standpoint of view. J. L. Perry, our past president, was toastmaster, and performed his duties as only such men as Brother Jack could. The meeting adjourned at 3:30 in the morning with the boys singing the little ballad entitled "We'll Duplicate This Banquet Next December." 381.

## TRAFFIC REQUIRES ADDED EQUIPMENT.

**Akron, O.**—As the time draws near for renewing the agreement the members show a renewed interest in the affairs of the division.

Traffic is growing so much on the N. O. T. & L. system it became necessary to order forty new cars for earliest possible delivery.

Bro. C. W. Courtney, whom the Division sent to North Dakota in very poor health about a year ago, writes us he is very much improved having gained twenty pounds in a little less than a year. The climate agrees with him so well he expects to take up a claim of government land and make it his permanent home. The members of the division feel very gratified to know so much good has been done with the funds used for that purpose.

Bro. Barker has been laid up several weeks with a broken arm.

Bro. Flynn is confined in the hospital with rheumatism.

Bro. A. L. Parr also is having a long tussel with the rheumatism. His oldest daughter underwent an operation for appendicitis.

Since the better type of cars and improved service has been installed, the jitney bus competition has fallen off. 98.

## TIMES ARE GOOD.

**Buffalo, N. Y.**—Our agreement committee has completed a very good draft of agreement for presentation to our company. We feel that the company should not hesitate in signing it as it is very reasonable. Times are good and the receipts of the company are enormous. The officials of the company admit there never was a better season in business than the present. Our agreement will cover all departments eligible to membership. Our Association includes the track department, bridge and building department and power house men. We are now a 100 per cent organization.

An anniversary banquet will be held at Niagara Falls April 6. We hope there to meet international officers, and particularly President W. D. Mahon himself.

A singular incident occurred with Bros. Fuchik and Harris recently. A goat boarded a car at Main and Florence avenues. Certain ideas struck him as soon as he entered the interior of the car. The lady passengers took to standing on the seats. Finally Billy was subdued and ejected by the crew and took to his familiar haunts on the street. A reporter to whom the goat paid special respect wrote up the event in one of the daily papers.

Bro. P. Meare is one who ingratiates himself as conductor into the good graces of the patrons.

Among those who have passed to the great beyond in the last three months are Bros. G. Goodlander, A. J. Schuetz, Albert Vincent and J. P. Smith. Helen Bertha, the little six-year-old daughter of Bro. Cowells, also recently died from measles and pneumonia. To the bereaved families Div. No. 623 extends sincere sympathy. Appropriate resolutions were adopted.

Bro. Martin E. Magrum recently sustained a most painful injury in an accident that required the amputation of one of his legs. He is recovering but will be a cripple for life. 623.

## REMEMBER BRO. S. J. ALLEN.

**Cincinnati, O.**—Div. No. 627 has submitted to the employing company a proposed new agreement. The proposed agreement was presented in its prepared form at two sessions of a special meeting of the local, held March 24, and was unanimously approved at both sessions of the meeting. Some idea of the enthusiasm in interest is manifest by the fact that some 800 attended the A. M. session and 600 were in attendance at the P. M. session of the meeting. We are looking for an early peaceful settlement. International President W. D. Mahon happened in our town at the time and gave some pretty valuable assistance in drafting the agreement, which was duly appreciated by the committee.

Bro. John Jones of the Avondale Division is recovering from injuries sustained by being struck by an automobile last month.

Old honest Abe Spradling, our esteemed secretary, is now regularly enduring weekly haircuts. Some think it an indication that he will prove a Leap Year victim.

Bro. Louis Henkel, tired of single blessedness, embarked upon the sea of matrimony with an estimable young lady and the two have the best wishes of our membership for a happy voyage.

I hear some of the delegates who attended the recent Rochester convention expressing the wish to hear from Bro. S. J. Allen, who represented the Shreveport, La., local. It was seen published in one of our daily papers that he had recently fallen heir to \$6,000,000 upon the death of an uncle in South Africa. The boys who found him to be such a jolly good fellow in their acquaintance with him at conventions congratulate him and wonder if he will continue in our craft and organization. 627.

## KEEPING AN EYE ON PITTSBURGH.

**Monessen, Pa.**—Div. No. 657 reports progress. We are also keeping our eye on the progress of Div. No. 85, as much of our prosperity for the future depends upon the success of that local.

Bro. Nessamauer is pleased with the advent of a new son in his household.

Run picking is now due and Bro. Steve Buchanan has an eye on an interurban run.

This vicinity was never more prosperous than at the present. It is an illustration that an ill wind always blows some good to some one. The prosperity of this community as is the case we presume in various communities is coincident with the European war. 657.

## WILL MAKE IT BANNER YEAR.

**Kull, Quebec.**—First, I desire to urge our members, many of them, to exhibit a little more ginger in getting to meetings. Let us see if we cannot make this a banner year for attendance and interest in our organization.

Brother Fred Seguin is at work after a brief illness.

Our sympathy is extended to Brothers G. and S. Proulx in the recent death of their father.

Brother O. Deschines was re-elected member of our local executive board. He is a good man for the place.

Brother J. Gibeault has recovered from the gripe.

Brothers G. Ducharme and O. Deschines spent a recent evening at Deschines Mills, Quebec, at the home of Brother J. Routliffe, where they enjoyed a splendid luncheon served by Mrs. Routliffe.

Brothers J. Gibeault, J. Molt and O. Deschines are our delegates to the Trade Union Alliance.

Our company has made desirable improvements at the Ottawa terminus.

Brother Fred Cote has taken his holidays.

Brother Charbonneau is prospecting for a home in another ward.

Bro. George Guertin is abandoning the chicken business.

Bro. H. McCann is seen every Sunday night along Notre Dame Street, Aylmer.

We have won the heart of the oldest motor-man on our line and Bro. Mark Hillman is now in our Association.

Bro. O. Deschines was the lucky winner in the contest to select a name for the Eden Theater. Over 2,000 names were submitted. He won \$500 in gold.

Bro. N. E. Cormier is taking exercise with a nine-foot cross-cut saw these days.

Bros. S. Proulx and F. Seguin have the sympathy of the members of our local in the recent loss each of an infant child.

The stork recently left a fine boy at the home of Bro. J. Larose.

Bro. C. Lommier is moving onto property he recently bought in Aylmer.

Bro. Jos. Noel is busy canvassing for our annual souvenir and is meeting with success.

## PLEASED WITH ATTENDANCE.

**Gloucester, Mass.**—President Poole of Div. No. 270 is well pleased with the attendance at meetings since he has been in the chair, yet there is still chance for improvement. Some members seem to be held from the meetings by other attractions and society gatherings. It would be better for them to come to the meeting that means so much to their welfare. Our local meets but once a month and there is very little excuse for non-attendance.

Our members have experienced a good winter for work and all have received regular pay, which makes for prosperity.

Bro. A. L. Perry has recovered from illness and is again at work.

Bro. W. H. Glover, ill for some time, will soon be at work.

We have experienced more snow and cold weather here than in any winter since 1904, and we are welcoming the bare ground and the song-birds. P. O.

## NEW MANAGEMENT.

**Auburn, N. Y.**—At a recent meeting of Div. No. 669 we took in the sub-station men of the R. S. & E. and the sub-station men of the Oswego and Syracuse system. The R. S. & E. assumes to be an open shop brotherhood. The Oswego and Syracuse stood about fifty fifty. We made it one hundred per cent on both divisions.

Our agreement expires May 1 and we are preparing a proposed new agreement which will be soon presented to the management of the Empire United roads.

There is being some shake up among officials of the Empire United roads. The happy fam-

ily down in Syracuse is now broken up. It is expected that one should have a position now in order to draw a salary. Messrs. Peck and Allen are now joint managers of our road in the place of General Manager Gansbach. He is now relieved of his burden and we of ours. He now has charge of the Empire United roads and we hope it keeps him busy. Mr. F. C. Cherry is manager here and has promised this city a better car service. We believe he is going to make good.

Bro. Austin has invented a new door catch. Those who have seen it say it is a good thing.

Bro. Geo. Bryant is prospecting on investing in a chicken farm. Were his chickens of the featherless kind many of our boys could give him pointers on chicken culture. Buzzy.

## POLICE TOOK THE CREDIT.

**Lowell, Mass.**—Brother Blakley recently showed quite a bit of detective ability. March 5 there was a stabbing affray in an Italian house, and as he was about to start on a trip to Lawrence and Haverhill, the police officer at the transfer station described the man they were looking for and asked him to keep a look out. On getting his first fare he saw a man answering the description with blood spots on his clothes. On coming to a turn-out he telephoned to the starter to notify the police. The result was that the Lawrence police met the car and got the man. As in the past, where we have been a big factor in an arrest, the police took the whole credit for a clever capture.

We have a pool tournament on in which the boys are taking great interest. There are two teams of five men each. The married team comprises Bros. Carrol, Lyon, Mangan, Harrington and McCormick. The single team comprises Bros. McPhearson, Hession, Primeau, Mullany and Murphy. At the present writing the single men are leading by 53 points, but as there are yet a number of games to be played, the result is uncertain, and the married men claim they have a few surprises in store. A banquet is to be held for the winning team at the expense of the defeated team.

After an illness lasting all winter, Bro. Slatery has passed away. His death is sincerely regretted.

March 9, Bro. Paul Taylor took unto himself a wife. He has our best wishes.

O. H. A., 280.

## FLOURISHING.

**Worcester, Mass.**—Div. No. 22 is flourishing, increasing in membership at every meeting, due to the good work of the officers.

We intend to be represented in the diamond this year by a fast team. We have the best of material from which to select. Our one ambition is to defeat the brothers of Div. No. 448.

Brother Eddie Kalagher recently met an untimely death by being crushed between two cars. He was most popular in life on and off the cars, and his death is sincerely regretted.

Brother Jack Lappin, who has kept up strenuous agitation for a straight time car, is now satisfied that he has one.

Due to the 10 cents per hour extra on snow plows, several new uniforms are appearing, among them one worn by Brother Jack Casey.

The extras at Barn 1 are anxious for Tom Cannon to soon get a regular.

Brother J. Shaugnessey has recovered from injuries sustained by an electric shock.

Brother Curley Gerard is suffering with a crippled hand.

Brother Joe Roberts has received a government appointment in Springfield.

We have a new transfer system here which seems to be working out well, and many nickels are being turned in where before were transfers. Some complaints are coming in, but the majority of the people are well pleased with the change. I will explain the system in a later issue.

Brother Grimes now has a semi-convertible—proof against storms

## PRESIDENT ORGANIZES LOCAL IN TEXAS.

**New Orleans, La.**—Bro. Ben Commons, president of Div. No. 194, we hear has recently instituted a local of our Association in San Antonio, Texas, where he went partly for the benefit of his health and partly upon official work. We are always pleased to hear of the successes of our president and congratulate the San Antonio boys upon getting together.

Div. No. 194 appropriated \$200 from its treasury as its share for the benefit of the Danbury Hatters to assist them in saving their homes against the execution held by the unfair Loewe Hat Company.

Our by-law committee is prepared to submit an amendment to provide sick benefits.

Bro. Ed Schaft, who was one of our delegates to the recent Rochester convention, has been elected to the state legislature. Another good fortune that came to him was in the way of a pair of twins, a boy and girl, left at his home by the stork.

Bro. Andrew Hines, son of Bro. Peter Hines, has secured a good position in the Conveyance office. He will retain his membership.

The Arabella Gymnastic and Literary Club recently gave a boat ride and dance on the steamboat Majestic, the proceeds being appropriated to three sick members.

Executive Board Member Sid Ashley indulges in athletic delights at our meetings.

First Vice-President Claud F. Rolle officiates with admirable grace during the absence of our president. He and our veteran financial secretary, Leonce Gauthier, are both baldheaded, but quite brilliant.

Bro. Dave Walthers is on the water wagon. Members reported on the sick list are Bros. Henry Barbara, Robert J. Gausellin, Fred Stock, V. T. Lowrie, E. Murphy, J. W. Capdeville, Amos Oelkin, Pete Miller and Leon Serpals.

Sincere sympathy of our entire membership is extended to the bereaved family left by the recent death of our respected brother, Walter Carona.

## YOUNGSTER OF PACIFIC COAST.

**San Francisco, Cal.**—It has now become known to the readers of the Motorman and Conductor that there is a new local in San Francisco. We are known as the Car Repairers and Trackmen's Local No. 687, working for the municipality of San Francisco. Our minimum wage is \$3.00 for eight hours work. Due to our recent organization we may be called the Youngster of the Pacific Coast.

Our new local is doing nicely. It is strong and healthy.

I just wish to make the announcement of our existence at this time and will give you further information relative to our employment in a later letter.

Our president or chief director is Bro. T. G. Ferguson. Our secretary-treasurer is Bro. C. Crowley. They are a couple of pretty good men to start out with. P. E. W.

## O'BRIEN VISITS 595.

**Salem, N. H.**—International Vice-President P. J. O'Brien visited a meeting of Div. No. 595 recently and gave the boys some instructions upon the laws of the Association. His visit was appreciated.

The high mark of absentmindedness was reached recently by Brother Louis Mann, who appeared for work in his night robe, much to the amusement of the Salisbury boys.

Brother M. Walsh has the sympathy of the members of our local in the recent death of his mother.

Brother John Banks, as the result of experience, now has a "Big Ben."

It is pleasing to report that the father of Brother Frank Maguire is recovering from a recent operation.

Brothers Frank Gallagher and John Little have recovered from recent illnesses.

A load of hay recently upset on the track and delayed Brother Ed. Hopkinson a full hour. Brother John Cole now does his loafing in the office. It is more pleasant than on the street.

We recently saw where a Lawrence paper called our president and followers "yellow." I regret our Salem and Lawrence Divisions feel that way. I was influenced by my own conscience. Let's be considerate and remember that we cannot all be of the same opinion all of the time.

Brother Peebles is on the sick list.

Brother George Rand on a recent night met a jitney. It was storming and might have been worse had George not been a careful driver.

Salisbury went on the water wagon at the recent March election.

Brother Si McLean recently took a day off to enter the chicken business.

Brother Wm. Eason was recently detained in the country by a severe snow storm from 5 p. m. to 11 a. m. next day.

We have experienced here snow drifts six feet deep. COR.

## REPLENISH BENEFIT FUND.

**Joliet, Ill.**—The annual dance held by Div. No. 228, March 6, considering the short time at the disposal of the recreation committee, was a success. The profit was \$150 and Mr. Blackhall, general manager, generously added a ten dollar donation. It all goes to the benefit fund of the local. The recreation committee comprised Bros. Kinsley, Ellens, Hilt, Pries and W. F. Lishear.

Bros. Leahy and Rlench have left the service for more congenial work.

Among changes to our by-laws by the executive committee is one that will make a complete change in the nomination and election of officers and is framed after the Australian ballot system.

Hearty congratulations are extended to Bro. and Mrs. Albert Steinruist who were united in holy matrimony Sunday, March 5.

Mrs. Tinder, wife of Bro. Tinder, is in St. Joseph Hospital where she is recovering from an operation.

Bro. George Richards appears much improved from a recent trip for his health.

Bro. A. Anderson has returned to work after a recent illness.

Bro. Harry Harvey is on the sick list.

T. H.

## GET INTO THE PUSH.

**Waterbury, Conn.**—The sick committee of Div. No. 570 is being kept quite busy these days. Bro. Mathon and W. Swallow are on the sick list at present. Those who have recovered are Bros. Jno. Morton, Clifford Thomas and Wm. Sanopp.

Let us get behind the Labor Forward Movement that is now progressing under the direction of the Central Labor Union. This is an important movement and our delegates to the C. L. U. should not be backward in getting into the push.

Monday, March 20, we had our new bid-in for runs. Many changes were made. The service has increased mostly by added tripper runs.

Bros. Harry Lattimer and Jno. McElligot have received appointment as inspectors.

Bro. Jno. Fogarty has returned to his run after serving some time as car starter. Bro. Alex Myers takes the job as car starter.

Lent is dealing rather severely with Bro. Wm. Donahue. He is depriving himself of tobacco.

Ernest Stubbs is an expert in raising guinea hens.

Jerry Mahoney recently caught some chicken thieves.

Bro. Chas. Adams and Frank Reynolds were recently held up and robbed at the point of a revolver. 570.

## REPORTS PROGRESS.

**Waltham, Mass.**—The boys of the Lexington branch of Div. No. 600 held their concert and ball at Lexington town hall, Feb. 21. It was attended by a jolly crowd and all present enjoyed the event.

The recent death of Bro. Frank Burke caused profound sorrow within our ranks.

Bro. Wm. Leary is again at work after a week's sickness.

The stork recently left a fine eight-pound boy at the home of Bro. and Mrs. John F. Hinchy. Congratulations.

Div. No. 600 reports progress.

COR.

## GOOD SHOWING FOR KING AND EMPIRE.

**Saskatoon, Sask.**—Our division has made a good showing for the King and Empire. Some of our boys are in the thick of the battle and some are in training. We hope they will be spared to come home again and we all know that they will do their best. We join in wishing them "Good Luck," and a safe return to their old friends.

We had our first annual smoker the 3rd of February. It was fine. We had the superintendent and assistant superintendent with us and the office staff. Everything went off O. K. We had an excellent program, the Tyrie Quartet taking the honors. The refreshments were of the best and altogether our first annual was a success.

The question of donating one hour's pay on Jan. 27 to the Danbury Hatters was willingly acceded to by the boys and put through and many good wishes sent with it.

Snow here again just when we thought we were getting over winter. Well, anyway, boys, spring and new uniforms are on the way. 615.

## MANY NEW MEN.

**E. St. Louis, Ill.**—Div. No. 125 is about to nominate and elect officers. Caution should be exercised that the most competent men may be placed at the head of our organization that this may be the most progressive year in the history of our local. Nominations will be made at the second regular meeting in May—May 17th at 10 o'clock a. m. and 7:30 p. m. At the following regular meeting, where more than two nominees appear for an office, a vote will be taken and the two receiving the highest number of votes will be placed upon the ballot as nominees. The election will be held at the various car barns not later than June 26.

Many new men are coming on the cars; members should do what is in their power to educate them to the principles of unionism.

Bro. Berghahan proves the best sick committee-man it has been our pleasure to have for a long time. Others appointed on the sick committee are Bros. Jno. Montroy and Robert Whalen.

Bro. Jno. Keck has recovered from the loss of an eye sufficient to again enter upon his work at the shop.

Bro. Brenson has recovered from illness and is again at work.

There is some improvement quite necessary upon our track construction and equipment.

There is some class to the new traffic director caps being worn by Bros. Fred Steincopf and Doc Adams. They improve the appearance of Collins and Illinois avenue and Collins and Monroe avenue.

Bro. Puckett has cast off his yellow leggings and fur cap—a sure sign of spring.

Bro. Bradford recently won out in a suit club on the first fifty cent payment—lucky old sport.

Our donation to the Danbury Hatters Union was \$107.04.

As the weather is getting better there should be a greater attendance in our meeting. 125.



**BRO. A. S. GOLDWATER.**

Div. No. 26, Detroit, Mich.

Bro. Abe S. Goldwater of Div. No. 26, Detroit, Mich., recently received the appointment of Deputy State Fire Marshal of Michigan. Bro. Goldwater is among the best known members of Div. No. 26 and has long been an active spirit in the trades union movement of Detroit and Michigan. Bro. Goldwater is a delegate representing Div. No. 26 in the Detroit Federation of Labor, has represented the local several years in the State F. of L. and was a delegate to the late Rochester Convention of the Amalgamated Association. He has served his local as Executive Board member several terms. His father, as an A. F. of L. organizer, assisted in the institution of the Detroit local and was one of the most prominent figures in the International labor movement in his day. The M. & C. unites in congratulating Bro. Goldwater in his new appointment.

## ASK EVERY NINTH DAY OFF.

**Madison, Wis.**—At the meetings of Div. No. 456 held March 27 and 28 it was voted to ask for every ninth day off instead of every eighteenth day as now exists. Numerous heated debates took place during this last month regarding this ninth day off proposition. We were almost equally divided.

Four members left us during the past month, but at our last meeting we obligated five new members.

Bro. Parker has returned to his run after absence from sickness. Fully one-half of our members have been sick at some time during the past few months.

Bros. Casey and Quintmeyer won the final of a series of euchre games, Bros. Hanson and Alverson being the low men.

March 30 Bro. E. E. Raymond attended the Orpheum Theater, where was an act in which appeared sixteen pretty girls. Now it is sixteen with Bro. Raymond in most everything, even to punching his transfers on the sixteen, regardless of the actual date.

Assistant Superintendent Holcomb's voice is failing, and, fortunately, becoming more gentle. George is O. K. for all that and we would not spare him for the world. A good side partner for Bro. J. C. Colgan of the G. E. B.

Bro. Halverson says life is hard and earnest—eat and sleep.

Appreciable extensions and improvements of our system are being contemplated in the shape of more double track and cars. When this contemplated improvement is completed we can well claim the best electric railway system in any city of a population of 50,000.

Res.

## GIVE MATTER CONSIDERATION.

**Oakland, Cal.**—The jitney ordinance recently passed by the city council, prohibiting the jitneys in the business section is now in effect after an unsuccessful attempt to avoid it. A number of the drivers are now under arrest. They state they will take the ordinance to the higher courts, and start recall proceedings against the city fathers. Upon the adoption of the ordinance the company put on a new set of time tables which increased service on nearly all lines. There is at present a shortage of cars. The company is building at their own shops, twenty modern cars of the center entrance P-A-Y-E type, four motors, twenty-four inch wheel, this feature eliminating high steps. Cars will also be equipped with push buttons.

The membership rallied to the cause of the Danbury Hatters, by giving one hour's pay per member, once again demonstrating that they are ever on the alert to promote and maintain the cause of organized labor.

Since our last writing Bros. A. A. Miller and A. L. Van Sant have been called to the great beyond. Bro. Miller received injuries in an accident which proved fatal in a few hours. Bro. Van Sant was stricken with an attack of acute indigestion. Both were loved and respected by their associates.

Brothers, don't forget that you can improve your working conditions by attending meetings of your union. Your union is just as good or just as bad as you make it, and there is no possible chance to make it better if you stay away. Surely, you don't intend to signify by your absence that you are indifferent to the future of the institution that has raised your wages, and bettered your conditions every way. I would beg of you to give this matter earnest consideration. F. R. B.

## ANTICIPATING NEW AGREEMENT.

**Oswego, N. Y.**—Spring and the robins are with us again and we are all enjoying good health except Bro. Earhart, who is at the hospital recovering from an injury recently sustained.

Our president has been busy preparing our proposed new agreement. We have heard it read twice and have accepted it in its entirety in amended form. Now it is up to us to get behind our president, stand united and assist in obtaining the conditions set out in it. Our president deserves credit for the work he has done thus far and he is entitled to our assistance.

Bear in mind that on the left hand lapel of your uniform coat is a place for a union button. The financial secretary supplies them for a quarter and they are worth it. Let's show the public, one and all, including those three outsiders, that we actually do regard it an honor to wear it.

Bro. Moss has promised all a muskrat stew at our next meeting which will be held in our new permanent home. Now let's do Bro. Moss the honor of participating in his rats that he has taken such pains to collect and prepare. Bros. Fink, Long, Eaton and Palmer will please act as a committee to see that all members are present on this occasion.

This is Leap Year. Harry Keeper has a lady friend.

Bro. Smith was recently measured for a new suit.

Hats off to our business agent! His dog won the Blue Ribbon at the dog show.

Fill the hall, brothers, at the next meeting. Our agreement has not yet been signed. J. O. C.

## ADVENT OF NEW LOCAL.

**Canton, O.**—Division No. 696 was organized March 4, 1916, with 71 members out of a possible 94, by General Executive Board Member Joseph C. Colgan, assisted by C. Marsh, of Division No. 268. Officers installed are president, A. G. Rose; vice-president, H. M. Lehr;

recording secretary, R. W. Boyer; financial secretary-treasurer, G. B. Wachtel; correspondent, R. F. Baker; conductor, H. Farmer; warden, J. F. Snyder; sentinel, C. E. McFadden; executive board, H. Farmer, B. W. Saxton, H. Wolf, E. Guest, A. G. Rose. We had an elegant meeting if it was held at 1 o'clock a. m.

Three days after organizing Bro. D. L. Dunlap fell on the slippery sidewalk on his way to work breaking his left arm above the wrist, proving very painful, but it is not keeping him from using his right arm on those large bowling balls at the West End.

Bro. E. Guest, one of our executive board members, had a very severe attack of pneumonia, but will soon be out again on his baggage run.

Bro. R. W. Boyer has run out of Loans' liniment which we all understand is an imported product from Germany and can't be had on account of the war.

Bro. Harley Myers is looking very seriously at a nice bungalow with chicken-coop attachment on Sixteenth street N. W. He also has an eye on Minnow Creek stop.

Too bad Bro. Fish has to call the Dispatcher every day.

Bro. Kempfer still likes his buttermilk.

Hens with peeps are cheap down Bro. Dick Hayden's route.

Bro. Hawk is thinking along the same line as Bro. Myers.

Bro. Binkley is to build this spring.

696.

## SEND ASSISTANCE TO NEWARK MEN.

**Yonkers, N. Y.**—Div. No. 490 is experiencing well attended meetings which is something appreciable to announce.

A well attended special meeting was held March 28. The object was to determine on what should be done to assist the Newark, N. J. boys in their effort to organize. We showed our union spirit by a unanimous vote to send four of our members to Newark for ten days. We know they will render the men of Newark first class assistance and if they don't organize it will not be our fault.

Bro. John O'Brien, a most likeable member of our Association and an affectionate husband and father, after a lingering illness has been taken from us by death. The local extends heart-felt sympathy to Mrs. O'Brien and children.

The stork has left at the home of Bro. M. Halley a pair of bouncing boys and Bro. Halley is stepping higher than a blind horse.

Bro. Jim Heatherington is taking every Monday off. Some say his Sunday evenings are exhausting.

Bro. Jack Hurley has become so disagreeable that Bro. Wm. Walsh is designing to pick another run. He has even stolen my girl. 490.

## MAKING IMPROVEMENTS.

**McAlester, Okla.**—Div. No. 408 reports progress.

Our new general manager is making needed improvements along our lines and at the power house and car barns.

Bro. John Ezzell has moved back to McAlester after two years on a run out of Harts-horne.

Bro. Wm. Trueblood has returned from a tour through western Oklahoma and Kansas. He reports an interesting trip, but is pleased to get back.

Bro. F. Deirschweiler is at work after enjoying a ninety day leave of absence.

Bro. Fitzgerald is a candidate for police judge.

Bro. Butts is visiting his parents, near Gainsville, Texas.

At our last meeting Bro. Clifford Thurman was initiated to membership.

A bouncing baby girl has made her appearance at the home of Brother and Mrs. Albert Davis.

THE MAJOR.



**BRO. CHAS. A. GORDON,**  
Possible Oldest Member of Amalgamated.

**Colorado Springs, Colo.**—Bro. Charles A. Gordon, of 511 South Cascade avenue, celebrated his 94th birthday, Sunday, Jan. 16. The "General," as he is familiarly known, is still hale and hearty, and is on duty every day at the Colorado Springs & Interurban car barns. General Gordon was born in 1822, in County Antrim, Ireland, and has served in four different wars. In his younger days he traveled extensively, having gone around the globe twice, and visited nearly every country on both continents. As he recalls incidents of the places where he has been and things he has seen he proves a very interesting as well as instructive entertainer. General Gordon has been an employee of the C. S. & I. Ry. Co. since 1887, has been a member of the A. A. of S. & E. Ry. E. of A. thirteen years, and says he is "good for thirteen more years."

Bro. Tod Hudson has been off duty for several days on account of the death of his wife's father.

Members of Div. No. 19, extend their sincere sympathy to Bro. Schneider whose father died Feb. 23. Bro. Schneider and his mother accompanied the body back to the old home in Chicago where interment was made. Mr. Schneider was 75 years of age at the time of his death.

Bro. A. Simmons is on duty again after spending several months at the Stratton Home as foreman of the dairy department.

Bros. Meisner, Barrett and Kendrick are some of the latest grippe victims. All are back at work.

Motorman Tom Robinson has gone to look after his farm near Rocky Ford, Colo. Motorman Cowgill is filling his run.

Bro. Slocum has reported for duty after spending the winter on his homestead 45 miles east of Colorado Springs.

One day the first of March Conductor Smith received several minor injuries when he fell from the steps of his car. He was holding the trolley down while the car drifted under a broken wire when the accident occurred.

Bro. Oaks is off looking after a homestead. Bro. Starks has been off duty on account of his baby's sickness.

Bros. Alexander, Hanna and Hoskins have been doing some work on their homesteads near Walsenburg.

The infant son of Bro. and Mrs. Storts died Feb. 8. No. 19 extends sincere sympathy to the parents.

Mrs. W. D. Buchanon gave a birthday dinner and party one evening recently for her husband. The guests numbered thirteen. Later over twenty-five friends came in and spent the evening.

Div. No. 19 extends heartiest congratulations to Mr. and Mrs. Rinehart who were married March 8. Bro. Blackmer filled Rinehart's run during his ten day lay off.

## HARMONY AND CONFIDENCE IMPORTANT.

**St. John, N. B.**—Meetings of Div. No. 663 held Feb. 16 were well attended. Owing to the serious illness of President C. B. McLean the chair was occupied by Vice-President Ira M. Farris. Delegates from the Electrical Workers' Union were heard relative to their association.

Members should bear in mind that while a large membership is perhaps an important factor in our local, it is not the most essential. The superstructure is limited by the foundation. Harmony and confidence are two important foundation pillars. Our officers are doing their best in carrying out the work. Let's cut out all knocking and the local will grow in prosperity and strength, even though it is all that now in membership.

President C. B. McLean is seriously ill at his home.

Bro. Thomas Trot is in the hospital and a number of other members are confined to their homes.

Several of our members took part in the ice sports which were held at Victoria Rink. Bro. Percy Moore showed his heels to a number of the local flyers. Bros. W. Grant and Ben Armstrong showed up well in different events and carried off some valuable prizes.

There recently arrived at the home of Bro. Lew Armstrong a fine baby boy and Lew's smile has broadened.

Our new delegates to the Labor Council should attend the meetings of that body whenever possible and thus encourage the local labor movement in general.

C. O. S.

## CONGRATULATIONS TO WASHINGTON.

**Boston, Mass.**—"Watchful Waiting" is the slogan of Division No. 589 just now. Our present agreement expires May 1, and our agreement committee has been sitting for the past month preparing our new schedules.

International Officer John H. Reardon is in charge of our agreement situation and is rendering valuable assistance. We are all anxious to see what the future may bring forth. Whatever may develop, the membership showed conclusively at our last meeting that they are a unit behind their committee and we intend to show the Detroit and Chicago locals how to draw up and negotiate a successful agreement.

Our fourth annual ball takes place Wednesday evening, May 10, at Mechanics building. Our Local Death and Disability Benefit has proven quite a drain on our treasury. Since its inception in August, 1914, we have paid out \$18,816 in local death and disability claims in addition to the claims paid by the International. Our membership fully appreciate the benefit and importance of this insurance and we expect to make at least \$10,000 this year.

Piece work has again proven itself a bone of contention in the shops. Much dissatisfaction at its working out exists but we hope on May 1st, to eliminate it for all time and thereby cause a better feeling among our shopmen.

Congratulations to the new Washington local. We wish to inform her that she has got the second best division number in the Amalgamated. Division No. 689 rings good to the boys of Division No. 589 and now that there has been one hundred charters issued since ours we begin to feel like veterans.

589



## NO RECOUNT PROBABLE.

**Quincy, Mass.**—Our special election for financial secretary is now past history and the well-known and popular Bro. A. H. Blanchard was the lucky man. He will enter upon his duties immediately. Bro. Herbert Johnson is satisfied and a recount is not probable.

Bro. Frank Perry is ill and has lost considerable time. This brother has faithfully performed service for the company for thirty years and it seems he surely merits some reward.

On our sick list are Bros. Frank Perry, Patrick Duffy, Herbert Johnson, Thomas Craig, B. Wilder, George Pratt, Charles Hollis and Jack Gannon.

Bro. Jack Stewart is now open to buy and sell anything from a needle to an anchor.

Bro. Dan Smith is soon to be married.

Bro. Ambrose Boyle announces the arrival of a bright little motorman at his home.

Bro. Jim Thoms says the past winter beats anything in his forty years' experience.

Bro. Bert Loud was top notch man for snow work pay.

Bro. Niccolo Antonio advises all single men to wed.

Bro. Eddie Donahue worked March 17.

Bro. George Dunham has been detailed upon company business which will take him considerable time throughout North and South Carolina. His railroad experience makes him a proper man for the place.

A one dollar assessment will be the reward of any member caught patronizing non-union barber-shops.

Bro. Michael Hennessey appears in fine condition.

New spring uniforms are appearing.

Bros. Henry Lord, Tom Ferguson and Eddie Hodge did fine work in keeping the dinky-plow going this winter and Bro. George Troupe is entitled to special mention.

Our company is dolling up the open-cars, indicating that work is moving in the direction of the extra list. The Scout.

## CAN STAND THIRTY-FIVE CENTS.

**Indianapolis, Ind.**—Div. No. 645 meets every Wednesday night—late men at midnight. This is the year for all members to get busy.

Recently a few paid agents of the company, including company inspectors, assistant superintendents and some barn foremen, have agitated the formation of so-called societies to consolidate for the purpose of disrupting our local. Some of the men fell for the scheme, but they soon saw the folly of it. Many harsh criticisms were directed against our organization and International Officers, but the members realize what has been done for this local and we are determined to stand. In fact, we have been subjected now to every conceivable assault available to the company, so we are seasoned to weather all storms.

At a recent meeting of Div. No. 645, General Organizer James C. Shanessy of the Barbers, made a most encouraging address to our members. Our local keenly appreciates the assistance being rendered us by various leading members of the labor movement in this city.

Brother Richard Hufschmidt improved wonderfully at the Springs.

Brother Reece Rice has practically recovered from an attack of typhoid fever.

Brother Bertie E. Hill is much improved from a long, serious sickness.

A daughter is reported to have made her advent at the home of Brother Robert A. McDaniel.

In the recent death of Brothers Earl Ramsey and Willard our local lost two devoted members. Sincere sympathy is extended to the sorrowing families.

Our sympathy is with Brother Walter Mendal in his bereavement in the loss of his estimable wife, who left to his care two small children.

In this city exists an ordinance which provides that no conductor or motorman shall be given charge of a car without at least thirty

days' training under a conductor or motorman of at least one year's experience. Upon an affidavit filed by Mr. John Galvin that he was put into regular service after only ten days' training, City Prosecutor Harry E. Raitano issued a warrant for our general superintendent, who plead guilty to violation of the ordinance, was fined \$1.00 and costs and has appealed the case. This ordinance has never been observed by our company, although a law of the city. A final decision in the case is awaited with much interest, as it is desired that it may be known just how far it may be insisted by the courts an ordinance of this kind may reach within public policy. No one can question that the citizens as well as the street railway men themselves are entitled to rightful protection against the operation of cars by inexperienced men. A like ordinance exists in many cities throughout the country, deviating only in the penalty and term of service, and it is reported that in Los Angeles the street railway company itself insists on thirty days' instruction for new men.

Taking its cue from the "Safety First" movement in this city, the Trades Council has issued a circular of explanation to the public, citing as an instance of our company's sincerity in "Safety First," that at a hearing before the Arbitration Board, an officer of the company admitted that he received a report that a certain motorman was drunk on duty. This particular man was a non-union motorman, and has been continually employed since that notice was served upon the company, and that his car killed a man between Delaware and Jersey Streets; cited how the company has insistently violated the agreement it entered into with the employees, and urges in the interest of "Safety First" that the company discontinue its persecution of the union street car men and adhere in good faith to the provisions of the contract which it solemnly promised to live up to at the time of the settlement of the street car strike two years ago.

Well, we are here to stay. We have already demonstrated that. It has been a strenuous contest, and as the company seems to have little respect for the agreement with the employees, many of our members are beginning to reason that it is about time that the Association should accept the company's position that contracts with employees are violable and of no consequence, and insist upon a straight out union contract, with better wages and working conditions. Thirty-five cents an hour is just as good for us as it is for the men in Detroit. We need it in our business, and the traction business in this town can as well afford to pay thirty-five cents as the system in Detroit. Persecution is driving us to it. There will be more said on this subject in a later letter.

COR.

## WATER SEEKS ITS LEVEL.

**Lowell, Mass.**—Division No. 551 is on the job in full force. At our February meeting we were visited by two members from Woburn.

Our general foreman has returned from the hospital and is again on the job, appearing much improved.

Bros. H. Draper and J. Mulryan are at work after absence on account of sickness.

Bro. Thos. J. Knight is in the hospital.

"Hello! who is there"—Bro. E. D. Luck, Jr.

Bro. J. Kelley and young McDowell were seen late at night waiting for a Lawrence street car for the arrival of news from the "Tug of War" delegation.

Bro. John Scully is reported walking the streets nights.

Bro. "Sherlock Holmes" has nothing on "Walla Walla Bill."

Bro. T. Flannery, rumor has it, is using the Waldorf restaurant as a trysting place.

Brothers, stop knocking the officers of this local and get your shoulder to the wheel and be together as the wheel moves. This is your organization, and as water seeks its level, your local will be what you make it. It can't be more. So, the better member you are the better local you will have.

COR.



## A SALUTARY ILLUSTRATION.

**Ottawa, Ont.**—But a few weeks since, we of Div. No. 279 had presented before us an illustration of one of the effects of bad standing in the Association. Late Motorman C. Brown, a former member of the local, who became self-suspended by nonpayment of dues, dropped dead on his car. Had he continued his membership from the time he first entered the local, his widow would have received \$800 from the International Association. She received nothing. Why? The reply would reveal, what is now to her, the sad story of non-unionism. In that it requires more than sixty years to pay \$800 into the Association at the rate of \$1 per month, is not the benefit feature alone enough to inspire continuous membership?

Div. No. 279 continues to contribute recruits for overseas service. Former President Orange and Bro. King are the latest to enlist. Our popular superintendent, Mr. Burpee, has been made captain in the 20th Battalion. As this battalion is now making up, it is expected that others of our members will enlist to be under our former superintendent in his new position. Inspector G. Long is now acting-superintendent.

At a recent meeting a strange visitor was admitted for the purpose of interesting the members in an insurance system by which the company would be an interested partner by paying of dues direct. Only a short explanation was necessary to raise suspicion among the members. The Division has on file correspondence warning against such a scheme. Many members here believe such an insurance exists affecting the Montreal tram employees.

Brothers, the officers have expressed a desire that a special plea be made through the Motorman & Conductor to every member to do his bit for the organization. July is not far off. Do you want a new agreement or are you satisfied to let things go? No, we must be on guard. Let's wake up. Look back over the nine years' life of this union and recall the struggle we underwent to establish our local against everything that could be applied to put it down. Now, Brothers, there is a new danger. The old boys cannot be with us always. One by one they are falling away. Some are better employed elsewhere. It is up to the younger members to fill the vacant places. We elect officers and they do the best they can. It is up to us to forego the skating rink, etc., and get out to the meetings. Surely, we should spare two nights a month. Our duty is simple. Attend the meetings and get the names of the men eligible for membership. Just try. Don't say, "They can't be got." They will come when reminded of their duty.

279.

## NOT IMPOSSIBLE TO ATTEND.

**Mount Vernon and New Rochelle, N. Y.**—Really, it is not so very impossible to attend the meetings of the Division Association. Meetings are held on the first and third Wednesdays of each month as you well know. If you miss one Wednesday, that is no reason why you should miss the other. For the love of Mike, don't miss all the time.

The members of the L. D. regret the resignation of Bro. Stevenson from office of recording secretary.

The "Joker" or Beechmont day car was the subject of much discussion and heated debate at meetings. It finally came to a settlement when it was voted to put the run up for bids as day car. Bro. Pickwick asks the question: "When is a night run not a night run?" Bro. Levy answers: "When it is Beechmont, of course." Beechmont run goes out at 7:00 a. m. and is signed in at 8:25 p. m. The argument started when about three hours more time was given on the run. Instead of running off at 9:30 a. m., it is on the road all day and the crew relieved for dinner. The time of signing in was not changed. What puzzles Bro. Pickwick is why Bro. Levy and W. Hubbard did not start the argument before. Bro. Pickwick says that everybody at Beechmont is sorry to see

him leave the run, and they are worrying how they will ever be able to make trains on the famous New York, New Haven & Hartford road.

The members of the local division congratulate Bro. Anthes on his appointment as clerk to U. S. postal service, attached to the Grand Central Sta., New York City. Bro. Anthes was three terms on the executive board, and two terms as recording secretary during the most strenuous times of the L. D.

A boy arrived at the home of Bro. P. Lennon.

Bro. Murphy was completely outmaneuvered and trapped by Cupid recently. The young lady in the case is from Beechmont. Bro. McCarty acted as best man. They are happy now.

It is reported that Bro. Gilhooley is next. A florist was seen camping on his trail for an order.

Bros. Meyer, Winkler and Schoomaker are still on the sick list.

498.

## VOLUNTARY APPLICATIONS RECEIVED.

**Philadelphia, Pa.**—Div. No. 477 at the present writing is getting along fine. Every member is working hard to extend the local and the work is beginning to show results. Applications are coming in from all over the system. Motormen and conductors are beginning to feel the want of organization. Many of them are voluntarily filing their applications with the committeemen at their respective depots. Some are coming to the office with their applications. They call attention to the fact that had they the organization we once had things would be moving quite differently and Philadelphia would be in the leading rank of locals in the local labor movement as well as in the A. A. of S. and E. R. E. of A.

Supplying countries at war has had its effect upon Philadelphia industries and upon Philadelphia prices in food supplies and otherwise. Wages have been increased to almost every craft and we have noted the signal increases being obtained by street-car men throughout the country. It seems that 30c per hour is no longer a fair maximum wage for cities of the class of Philadelphia and even much smaller. We were pleased to learn of the 35c rate obtained in Detroit. Thirty-five cents per hour could be used here by the men working upon this system. Unfortunately it is not within the province of the 22% gross receipts provision to pay 35c per hour and the boys here expect no "voluntary" 35c rate through the Mitten committee and it is quite to the point to be resigned to the inevitable.

The Central Labor Union and Label Trades Department, also the Textile Council are taking special interest in a movement to push organizing work in the interest of Div. No. 477. The old men in employment here cannot fail to know and understand what the labor movement of Philadelphia sacrificed in the interest of the street-car men in our early history. The only reward that the labor movement of Philadelphia—the members of the organized trades and labor unions of Philadelphia—expected for their invaluable service in getting improved conditions for the street-car men was that the street-car men would become and remain an important unit in Philadelphia's labor movement. That reward cannot come through indifference and insolent ingratitude. There isn't a street-car man in Philadelphia but that knows that had it not been for the organized labor movement they would not today even be receiving 30c per hour. Vivid illustrations are the conditions and wages that exist in any unorganized town outside of Philadelphia as compared with the organized towns. The present stirring spirit indicates that the Philadelphia street-car men are becoming aware of where they are at and are becoming aware of the excuse they are offering to others to charge them with ingratitude and they are getting back into the fold.

Cor.

## ORGANIZE BAND.

**San Francisco, Cal.**—After the stormy campaign and election the officers of Div. No. 518 have settled down to business and things are rolling along smoothly.

Bro. J. Murphy was omitted from the list of officers of Div. No. 518 as published in the M. and C. He was elected to the executive board and is a staunch union man.

Our new president, Bro. Edward B. Vandeleur, is sincere and progressive. He was the prime mover in organizing and bringing to a successful head the Municipal Employees' Benevolent and Protective Association, a benefit organization paying a weekly sick benefit. We will find him a good man as president of our union, but no one can accomplish anything for a organization like ours unless due support is given by the membership. Meeting nights are easy to keep track of. They are the second and fourth Thursday nights of each month at Labor Temple, Sixteenth and Capp streets. Let's get there.

Upon request of International President, W. D. Mahon, an assessment of one hour's pay was given by each member of our local for the benefit of the Danbury Hatters. The boys realized the necessity of helping those union hatters to pay without hesitancy.

Some twenty of our members have organized a band and practice every Friday night. They are progressing, but don't you think it is a shame not to give them better support? The boys are determined, however, and they have a fine instructor.

Bros. A. Collins and J. Cusack are trying to get a baseball nine into shape and will undoubtedly succeed, as they have many good players from whom to select.

Bro. Slattery continues on the sick list, having been off duty for several months.

Bro. R. G. Griffin was recently relieved and taken to the hospital a very sick man.

Bro. J. Fiddes is on the sick list.

No word has yet been received from J. E. Peterson who has been missing now for five months. J. A. B.

## OBTAIN NEW WAGE SCALE.

**Hamilton, Ont.**—Both regular and special meetings were recently held by Div. 107. They were both largely attended. The special meeting was devoted to consideration of a new agreement, which was approved. The new wage scale takes effect in April.

Bros. E. Batt and A. Donahue are again conductors.

Bro. T. Thompson returned from Toronto recently without tying the knot. We trust Bro. Dan Murphy will be more successful on May 16.

President Inglis of our local is in the hospital, where he is required to undergo an operation.

Bro. Steve Keough is now on Barton St. Bro. French is temporarily acting as an inspector.

Bro. John Ross has taken a run to the mountain top.

Bro. Joyce has returned to work after a long illness. C. O. R.

## RE-ELECT EXECUTIVE BOARD.

**Erie, Pa.**—I think most of the members of our Association have at least heard of Bro. Harry R. Solomon. By our recent election he is now president and wears his pleasant smile with usual dignity.

The members of Div. No. 568 were so pleased with the past work of our executive board that they were all re-elected for another term.

Div. No. 568 is prospering more every year. We have a relief department and through it we get well acquainted and acquainted with many people by means of holding dances. We have held a dance each year for three successive years, the first in 1914. The last, which exceeded the others in results, was held Feb. 16, 1916. On this last dance we cleared over

\$700 for the relief fund. We have a dance committee comprising Bros. Harry R. Solomon, Edward C. Penoyer, Richard M. Mackerel, Jas. Conrad, Ray C. Cook, Henry Vincent and Frederick Ravin. Our floor committee is comprised of the above members and Bros. Joseph Francisco, John C. Lillis, Fred F. Metz and George Bertges. Door committee was John Roland and Edward Schade. Ticket seller was Daniel G. Steiner. Check-room, Edwin S. Derby, Wm. B. Lytle, David Northrup, Wm. W. Snap, James J. Hayes and Carl O. Mischler. Refreshments committee, R. O. Osborne and John Buys. The cars stop running in our city between 12 midnight and 1 a. m. and the company has helped our dances by letting the division use one car on each of the best lines in the city for two trips after the cars stop running. The transportation committee who constituted the crews of the cars that did service for these two trips were: East 18th St., Edward Kreger and Edward J. Rarkley; East 26th St., Julius Yochin and Harry D. Newberry; West 26th St., John Mathews and I. Bossolt; Peach St., Thomas McEnery and Jacob Carney; West 18th St., Lee Anderson and George Edw. Mathels; East 6th St., Edward C. Liebel and Ira Jackson; East 11th St., Michael Lynch and Charles Bassolt; West 18th St., Wm. B. Holland and Adam Nehr; West 4th St., J. A. Vogel and Wilbur J. Kelley; West 12th St., Otto Beuchart and Charles Rowland.

Div. No. 568 holds two meetings a month—one at 1 a. m. on the first Saturday of each month and the second on the third Saturday of each month at 8 p. m. Should any brother chance in Erie, call and see us.

568.

## INCREASE IN WAGE DESIRABLE.

**Menominee, Mich.**—The former president of Div. No. 302, Bro. L. Porter, has received the appointment of timekeeper with the company and has been assigned to that and other office work. As a result we elected a new president. Bro. Oscar Carlander has succeeded Bro. Porter. He was elected president at our last meeting.

Bro. Albert Seewald has become business agent of our local. He is a mighty good man and together with President Carlander will likely make advanced history for our local.

Under President Porter we were working upon a proposition to receive 5 per cent on all tickets sold on the cars by conductors. It is gravely doubtful if the company will accede to enter such an arrangement; but some of our boys have gone so far as to figure out what additional there would be in their envelopes on pay day to further lighten the hearts of the wife and little ones at home.

Our members take considerable interest in the information obtained of increasing wages to various groups of street railway men throughout the country. We also note that wages are being increased in other industries. A serious perplexity that causes our boys to take an interest from this information is the fact that the expense of living has so increased that it draws pretty severely on our earnings. Many are inclined to think that a straight increase in wage is quite desirable.

Bro. L. Combes is taking morning walks at 4:30 a. m. regularly. 302.

## WAGES INCREASED.

**Columbia, S. C.**—Through arbitration Div. No. 590 obtained a new wage scale. The arbitrators who made the award were Messrs. A. Gerald, Wm. Elliott and Geo. H. Huggins. The rates awarded are extra men at 16½¢ per hour; regular men under one year of service with the company, 20¢ per hour, men of one year of service and less than eighteen months 21¢ per hour, to those of the fourth six months' service 22¢ per hour, to those of two or more years of service, 23½¢ per hour. This is an increase of 1¢ per hour to all men less than two years of service and 1½¢ per hour to those of more than two years of service. 590.

## COMPANY WARDS OFF DISTRESS DURING STORM.

**Victoria, B. C.**—On Feb. 1 we were treated to what can be called a blizzard in this part of the country. The snow piled up to such an extent that cars got stalled during the evening, and when we turned out in the morning we had to break the snow to the barn and then out to where the cars were, some of them quite a distance out, and it was hard work getting there. The brothers out all night were mighty glad to get relieved and by the time they got home they were "all in." This was something so strange for us that for a few days we did not know where we were or what to do, but with the snow plow and the assistance of the troops were back to normal in a little over a week and have now settled down to business again. The company has generously granted free transportation to the troops for one month in return for their assistance. This, together with taking coal to the outlying districts free of charge, ought to regain for the company some lost prestige.

We were pleased to welcome back Bros. Bukin and Dayton, who have returned safely from the front after finishing their time, both looking the picture of health and fortunately not having been wounded.

Again it seems necessary to remind the brothers of the first and third Tuesdays, which are meeting days.

Wonderful to relate, everybody was satisfied the pay day after the snow, except those who didn't put in enough time.

Bro. Matheson has just returned from a long holiday, having had a spell of sickness while on a visit to his home town. Dan surprised a good many by bringing back a wife with him this time. Congratulations. COR.

## ONLY ONE ABSENT.

**Helena, Mont.**—Div. No. 495 had a splendid February meeting. Every member answered roll call except Bro. Krouse. What was wrong, Germany?

It sure seems good to have all the members at each meeting. Then we feel they are all with us; but when a number get careless and indifferent, we wonder.

I failed to get in our last issue the sad news of the death of one of Bro. Brainard's twin boys. He had been seriously sick for a year or more, which of course made his death not unexpected, but the shock was almost unbearable for Bro. and Mrs. Brainard. We sent a nice wreath of flowers with our deepest sympathy for the bereaved.

We understand that Bro. George Douglas, our local treasurer, is selling all his United States earthly possessions and is going back to his native land (northern Ireland) for six months, and possibly his natural life. He has the best wishes of all the members of 495.

Our ex-president, Bro. Majors, joined the Loyal Order of Moose some time back, and he also belongs to the Eagles. Now with a pair of stiff horns and a good pair of eagles' wings he ought to do great damage and get away with it. Maybe he figures on horning himself into a political job. Go to it, Roundy. We are all with you, and some of us have horns also.

Our winter seems to have broken up and spring has arrived, which is a welcome change.

Our superintendent, Mr. Hahn, is having some trouble draining some of our track since the thaw, on account of defective street grades.

COR. 495.

## NEW AGREEMENT SIGNED.

**New Castle, Pa.**—The new agreement between Div. No. 89 and the M. & S. R. & L. Co. has been executed. It is a two years' contract. The wage scale the first year of the contract will be for motorman and conductor for first year service men 28c per hour; for second year service men 30c per hour; to those of more than two years of service 33½c per hour; for the second year of the contract the rates will be for first year service men 28c per

hour; for second year service men 32c per hour, and to those of two or more years of service 35c per hour. Most of our men are already two-year men and will receive the maximum wage rate. The rates in the first year of the contract are increased only to those of two or more years of service. The increase is 1½c per hour.

Bro. John Garlets has returned from Florida but is leaving to work in Cleveland.

Bros. Durkin and Sherman are recovering on the sick list.

Bros. Cook and McKibben have changed from the Park line to the High Avenue line.

Bro. Wm. Reed's people have moved from a farm to New Castle, much to the advantage of Bro. Reed.

Bros. McCracken and Jones are again at work.

Bro. Koonse is looking for a second-hand automobile.

Bro. Jack McKee is now running one of the large air cars.

Bro. Sines has the record for continuous service. WHISTLING DICK.

## PREPAREDNESS THE WATCHWORD

**Lawrence, Mass.**—There should be an awakening of interest in the coming agreement. Don't wait until the last minute to appoint a committee, giving them but half time enough to prepare a proposed agreement and plans for its consummation. Let preparedness be the watchword.

Several of our members are members of the Young Men's Christian Association. That association will make the evening of April 5 a special evening for the Bay State Street Railway employees. We are looking forward to a prominent event.

Interest is being taken in the street sprinkler question. Our mayor and commissioner have assured us that if the contract is awarded to our company it will embrace a requirement for a conductor on each car. In the past only motormen have been taken from our ranks. However, there is some thought being given to install auto truck sprinklers.

Bro. G. Smell has our deep sympathy in the loss of his beloved wife.

General Inspector Arthur Ouman is seriously ill and we sincerely hope for his early recovery.

Several members are on the sick list, and recovering are Bros. Robt. Smith and Clark.

With Bro. Hey at the wheel our rotary snow plow did great work in the winter's snow storms.

We have a new timekeeper. It is hoped that he will make an application for membership and not stay outside as did the one preceding him. C. G. S.

## TRIBUTE TO LATE MANAGER PAUL.

**Youngstown, O.**—We, of Div. No. 114, are looking forward to the signing of a new agreement. Although there has not been reached a common understanding, we can't see where is the hitch. The new agreement should take effect April 1.

Sickness in our ranks has caused a shortage of men available for work. Where men have quit, others have been hired in their places.

In the late death of General Manager G. J. A. Paul, the men on the M. & S. Railway sorely feel they have lost a most appreciable friend. His funeral was attended by over 300 street railway men. It is surely an exception where an employer can become so securely embosomed in the affection of his employees as did Mr. Paul. It seems the only tribute necessary for us to pay to his memory is to truthfully record that our feeling for him was stronger than that of respect or esteem. Our consolation is in our abiding faith that he has gone to a merited higher life. Such is the unanimous tribute of those of a "closed shop" union. COR

## LOOK FOR UNION CARD.

**Salem, Mass.**—The men who wear the union buttons are urged to patronize places fair to organized labor. Restaurants where the food is obtained from union manufacturers is available. If we insist upon patronizing them instead of non-union places, we can make the open shop gent sit up and take notice. The same may be said of barber shops. Look for the Journeymen Barbers' union card. You will get fair treatment in the place where it is found.

There is another function quite necessary, and that is attending union meetings. There we can debate any and all questions which are to our interest and welfare. Also remember that to make a success we must stick together. We are all united as one and to stand as one.

Our meetings are well attended, but with a membership of over 300 we should have our hall crowded at every meeting. We hold two meetings each month. On the first Thursday of the month is the morning meeting, starting at 9:30 o'clock; the third Thursday is the night meeting, starting at 8 o'clock. So, remember, "United we stand; divided we fall."

The recent big snow storm gave some of the men considerable work in all kinds of service, including snow-plow work.

The jitney bus continues with us. The men who run these buses are of no assistance to unionism whatever, but they take all the velvet in reach. No union men are riding on these buses, but it is up to us to enlist all assistance possible in rooting this class of service out of the transportation business. Let us do our part in making our own means of transportation as inviting as possible. That is one way.

Let us trust that the men at Webb Street Station got satisfaction in their last pick and are all right for a while.

Remember the spare men. Let's give them a chance to earn a full day's pay. This can be easily done by contributing one day each week.

The Trolleyman's Penny Aid is open to any man in Webb Street, Wenham and Essex barns to become members. If you are not in, get in and help make this feature a success. We are doing much and now have reached the 200 mark, but there are more who would do well to join us. Think how many men this society has benefited since it was instituted over two years ago. Get an application at once.

REX.

## BUSY ON AGREEMENT.

**Rochester, N. Y.**—Pres. Wm. Ebner and Bus. Agt. J. J. O'Sullivan are the representatives of Div. No. 282 upon the joint conference board of the Rochester, Syracuse, Utica and Schenectady locals which is busy at the present time compiling a proposed new agreement. A substantial increase in wage is expected.

February was a record breaker in initiation of new members. Our local took in, among others, the shop and barn men and the R. & E. substitute operators and shop men.

April 27 will be the date of our third annual ball at Masonic hall.

Bro. Joe O'Sullivan, our business agent, is having no trouble in adjusting grievances and none go unadjusted that have any merit.

Our new president, Bro. Wm. Ebner, shows himself to be no novice as a director of our affairs.

Within the past year interurban cars of the R. S. & E. and B. L. & R. roads have been taken over at the city line and manned by Amalgamated men. We have adopted a resolution to take over the R. & E. & Sodus Bay roads through our new agreement to take effect May 1. We have been unable to make any impression upon these brotherhood men that their interests lie with the Amalgamated Association.

The State Public Service Commission has held hearings on the question of granting future privileges to the "jitney" association in this city. Public sentiment is strong against the jitneys and the commission will likely

deny their application. The Central Trades and Labor Council has given good support to us in our fight against this jitney competition.

Organized labor of Rochester expects to break ground for a new labor temple this spring. We have long been raising funds but our dream is to be a reality. Div. No. 282 has contributed liberally by purchasing a large number of the shares of stock.

A letter from Div. No. 669, Auburn, N. Y., invites our attention to the fact that the R. S. & E. brotherhood men would be pleased to run their cars into Rochester. We are aware of it but they will have to change their union buttons before they get in.

Snow sweeping was the rule for February and business is good in the manufacturing industries of our city.

Our appropriation for the hatters' union will be immediately forwarded to the international office. It was paid on the February cards.

282.

## ALL PRESENT.

**Trenton, N. J.**—A regular meeting of Div. No. 564 was held March 23. All members were present except the sick and those doing extra work. Present were Bros. Howard Severs and David H. Coleman of Div. No. 540. Bro. Severs expressed pleasure at the conduct of our meetings and complimented us along those lines. Bro. Coleman, who is president of Div. No. 540, spoke on organization. Bro. Ferdinand Imberger, delegates to the Mercer County Central Labor Union, spoke on the progress of a C. L. U. committee of which he is a member relative to the obtaining of a 10-day efficiency ordinance to govern employment of street railway men in Trenton. Bro. Edw. Sidwell addressed the meeting upon arbitration. The methods of advancing are rather drastic although appropriate at times.

Bro. Owen Clayton is on the sick list.

Bro. Joseph Stein has purchased a high-speed motorcycle, the cars evidently being too slow for him.

Bro. Jos. Feo has moved to No. 284 North Willow street, into a reputed old mansion.

J. M. C.

## SUGGESTS SICK COMMITTEE.

**Utica, N. Y.**—A suggestion for Div. 582 is that there be established a sick committee to investigate cases of sickness and determine upon what is needed to assist sick brothers. A committee could be formed with members at each barn. This committee could report cases requiring relief to the business agent, who could see that they were properly cared for.

Bro. D. Bowman continues in the hospital since last December. His condition yet remains very serious.

Bro. J. Irvin is improving at the hospital.

Bro. Morgan still keeps his goat.

Bro. G. Wilson has abandoned his mustache.

Let us lend a hand to all these new men that are coming onto the road and remember that we were once beginners ourselves. Let's help them along.

Bear in mind that our meetings are the first and third Thursdays of each month.

582.

## WELCOME SPRING.

**Cumberland, Md.**—Div. No. 358 extends a hearty welcome to spring time. The long distance that many of our boys have been compelled to walk to their homes in the cold of winter makes the approach of spring appreciable. Too, it is expected that our meetings will be better attended.

Our extra motormen will make excellent time. Extra conductors will soon have their inning.

Some of our members suffered from sickness during the winter season but all are accounted for at this writing.

J. O. R.



**EX-PRES JOHN H. KERR,**  
Div. No. 26, Detroit, Mich.

Above is the picture of one of the oldest members of Division No. 26 in point of membership, street railway service and age. Bro. Kerr became attached to Detroit's street railway service in November, 1889, in horse car days. He was one of the inceptors of the Detroit Street Railway Employees' Association, at that time instituted as an A. F. of L. federal local. The local was organized in branches upon the properties of the then several companies. Bro. Kerr became president of the Jefferson Branch of the Association and after consolidation served as local Board Member. The organization was a leader in the formation of the Amalgamated Association and has ever been an important factor in its development. Bro. Kerr was recently relieved of his position as conductor and given a well earned shorter day position in the D. U. R. general offices.

### ADD TWENTY-FIVE AT ONE MEETING.

**Hartford, Conn.**—Div. No. 425 held her regular meeting March 6th, the business including the addition of twenty-five new members to our list. President Francis H. Kelly occupied the chair.

Our ex-chief conductor, Edward S. Bauder, has been made day foreman at the Vernon Street car house. Brother Howard Rockwell has been appointed chief conductor. Brother Bernard Martindale has been made inspector. Brother Sam Shriber is now sole agent for

American Vitaphone talking machines.

Brother Hans Esbesen is some hot Frankfurt eater.

Brother Dan Lynch's passwords are, "He are you, brother?"

Brother Arthur Jaquith is in the Hartford hospital suffering with blood poisoning. He is recovering.

Brother Joe Horan is recovering from a attack of rheumatism.

Report is that Brother James Hunt will manage the baseball team this season.

Our company has adopted the pay-enters of Wethersfield division. They are reported very satisfactory.

Just a suggestion: Isn't it up to us to make the service the best we can? Do not get a man out who has been so unfortunate as to be held somewhere and drag down the line late. Give him a chance.

Brother P. J. Williams says the new Park Avenue line is good enough for him.

Brother Leslie Davis has been appointed starter.

Brother Sammie St. John has been made traffic inspector.

Don't neglect to attend the meetings, especially for the next two or three months, as they will be very important.

### TO THOSE LAGGING.

**Syracuse, N. Y.**—The newly installed officers of Div. No. 580 are starting in with hard work before them. Our proposed new agreement has been compiled and is now in the hands of the company. We are of the opinion that conditions warrant a substantial increase in wages.

Just a word to those who are lagging at their dues. It means much to those left behind in the event of death should we be in bad standing. No institution is more generous to those left behind by departed ones than the Amalgamated Association. The benefit obtained is worth all it costs to be a member if there is nothing else in sight. Accidents are liable to occur at any time and it is not unimportant to observe "Safety First" in maintaining good standing in membership.

The Empire United Railway men are again getting into the fold. The Osterhout case is a living illustration of what it means to them to be members of the Amalgamated Association.

It is not amiss to impress upon our members that corner cigar stores and curbstones are poor places to hold business meetings. The local meets twice a month and it is open to every member in good standing.

Bros. Vaughn and Vichauski served some time on the extra list for doing a little "Marathon" with one of the Barry & Smith type of cars, in which they butted an iron telegraph pole at the end of the route. They are again on duty.

Bro. Daniel Murphy is reported on the short list.

A suggestion to Bro. Clark is not to stray too far from Syracuse.

Two trips to Auburn weekly appears to be one of the schedules of Bro. Morris. Some traction, perhaps.

We have buried "Old Doc Knock More," now let's boost plans and remember, smile and the world smiles with you. Knock and you go alone; for the cheerful grin will let you know where the knocker is never known.

J. P. M.

### COMING TO THE FRONT.

**Great Falls, Mont.**—Div. No. 664 extends greetings to the Amalgamated family. Our meetings are well attended and the last one was most appreciably well attended.

Our local has a fine bunch of sports. We will bowl any team in the country. We have won one-third of the games we have played this winter.

Great Falls is sure coming to the front. Our company has ordered seven new steel cars of the latest type.

## WANTED.

**Norwich, Conn.**—There was a noted increase in attendance at our first March meeting. Various topics were discussed, one of which was the copper zone system that went into effect Feb. 24. The system is very complicated and some think it a mind-wrecker. Bro. McNulty reports that some kleptomaniac stole his valise containing a dollar in pennies and such other equipment necessary to the new system.

Div. 262 held her ninth annual dance at Pulaski Hall, March 8. It was attended by about four hundred, and everybody went home at midnight in a joyous frame of mind, wishing for another in the near future. It was a huge success, both socially and financially, and the local is more than a hundred dollars richer. The local extends thanks to those who ran the cars to take the patrons home. Mr. Charles Reardon was presented a \$5 gold piece for being the lucky contributor. The dance committee comprised O. L. Christianson, chairman; J. V. Neary, John Gleason, Arthur Jackson, Henry Johnson, Frank Beckwith, Frank Shea, Walter Donovan and Lloyd Gelinas. Present were people from Williamantic, Baltic, Taftville, Yantic, Montville and New London. Eighteen numbers were on the program and vocal selections by Mr. Arthur Campbell. The floor committee was in charge of Bro. Frank Shea, assisted by Bros. Jackson, Gleason, Donovan, Christianson and Neary. The coat room held Bros. Johnson and Jacques. The refreshments were in charge of Bro. Taylor. Bro. Looby rendered vocal and instrumental selections on the Columbia graphophone, loaned for the occasion by Porteus & Mitchell Co. The local extends a vote of thanks to the Porteus & Mitchell Co.

Bro. Frank Raymond is rapidly recovering from an attack of pneumonia.

Bro. Robert Manchester is still on the sick list.

Bro. John Maynard resigned and is now working in Hopkins & Allens gun shop. Several members have applications with the Hopkins & Allens Co.

Some of the brothers attended the minstrel show in Taftville March 6 and had a general good time.

**Wanted**—Large attendance at Union Hall April 6 and 20 to discuss our next working agreement. Do not fail to attend as it is to your benefit to be there.

SECRETARY.

## SOME GETTING WHAT OTHERS ARE NOT.

**Chelsea, Mass.**—Among the foremost officers of Div. No. 240 is Pres. Jas. M. O'Brien. Bro. E. H. Burrill held the chair for nine consecutive years. He was a splendid officer as we have reason to believe Pres. O'Brien will prove to be.

Under the former administration it was noticeable that there was a lack of support at meetings. Let's get behind the officers and attend the meetings. If you have a grievance on any complaint, go to your board member. Make it known to him. Bear in mind that he has to work the same as you. Sometimes the officials of this company seem to become color-blind. They don't appear to want to see the real light of things. They seem to delight in having our committee lose time and our local pay expense, when on many small matters our grievances could be adjusted with minor officials. I should suggest a broad get-together policy under which the whole sixteen locals might hold large meetings. Arrangements could be made by our joint committee to have one or two meetings in Boston some day or evening. If this is inconsistent let all the officers and board members hold such meeting. This may not meet the approval of the joint board but it is a fact that the heads of two or more fair-minded people are better at any time than one. At present we know some locals are getting what others are not.

The members of the Broadway stable have formed a mutual aid. As soon as we get financially strong we intend combining and making a local affair thereby doing away with the drainage of our union treasury.

Bro. Peter Hanigan, almost 30 years in the service recently met with a serious accident. He sustained injuries which makes it questionable whether or not he ever will be able to operate a car again.

Bro. Leo. F. Lawler who sustained injuries in a serious accident recently gave us a very interesting talk on workmen's compensation. I have forwarded a copy of his speech to the Motorman and Conductor.

Manager Brady of the Broadway bowling team, and Manager Pressy of the Washington team, have asked me to say nice things about their respective teams and thus become an honored guest at their annual banquet. They are mighty good teams. There is nothing I can say that is too good for them. They stand second and third place respectively in the Tradue League consisting of twelve teams. Team total 1662, string total 592, single string 152.

J. J. W.

## AGREEMENT TIME APPROACHING.

**New Haven, Conn.**—On Feb. 27 was held a grand ball by Div. No. 281. It was a decided success, financially as well as socially. The paying out of \$2,100 for sick benefits during the last year inspired our members to put their shoulders to the wheel and make this event as profitable as possible. The members of the committee having the event in charge desire to extend thanks for the assistance rendered by the purchase of tickets by various business men, and particularly Mr. Smith, manager of the Meigs Clothing Store, who was the largest purchaser of tickets. Could the merchants of this town realize the immense amount of purchase power expended by the members of the trolley men's union many of them would be more liberal than they were in returning compliments to us. The Times-Leader, a daily paper, is entitled to thanks for the front page announcement made of the event. Other papers were rather stingy.

Sincere sympathy of Div. No. 281 is extended to the bereaved family of our late brother, William Maher, whose untimely death spread gloom over our entire membership. He was accidentally crushed between two cars.

Agreement time is approaching and it is proper that our members should take heed to attend the meetings and make such suggestions as they respectively may deem expedient in the construction of our new proposed agreement. If you can think of something good and progressive that should be incorporated in the agreement, please attend meetings and bring the suggestion along. The committee will appreciate it. Of course, the one great thing that we all want is more wages.

C. P.

## ATTENDANCE FINE.

**Boston, Pa.**—A regular meeting of Div. 169 occurred the first day of spring. The attendance was fine. Bluebirds were singing and everybody was happy. Bro. J. P. Graham of Div. No. 610, Charleston, S. C., was present and gave us a talk on light-weight uniform.

A number of our members are on the sick list. Bros. C. Williams, F. Middaugh and W. O. H. Smith are improving and Bro. Donecker is again on the job.

The recent death of Bro. H. Staples of the Northampton Traction Co. is sincerely regretted. He was a popular member of our local and the boys miss him very much.

Sympathy is extended to President Nickels, who recently buried his father.

All members have an invitation to call on Bro. L. Bickel and enjoy an Easter eat.

Bro. H. Case, our most popular conductor on the E. T. System, was recently given a sock shower by admiring friends. The occasion was his 16th wedding anniversary.

H. R. C.



## SPRINGFIELD, MO., AGREEMENT.

This agreement made and entered into at Springfield, Missouri, this, the twenty-third (23rd) day of February, 1916, by and between the Springfield Traction Company, its successors and assigns, party of the "first part," hereinafter to be known as the "Company," and Division No. 691 of Springfield, Missouri, of The Amalgamated Association of Street and Electric Railway Employees of America, party of the second part, hereinafter called the "Division." Nothing in this agreement shall be construed to prevent the participation in any conference of the officers of the International Association.

Witnesseth: That in the operation of the lines of the party of the first part, both parties hereto mutually agree as follows:

Section 1. The Company, through its properly accredited officers, agrees to meet and confer with the properly accredited officers and committees of said Division upon all questions within the spirit of this agreement, which may, from time to time, arise between them.

Section 2. Upon failure to reach a mutually satisfactory adjustment of the question or grievance in issue under the terms of this agreement, the matter in dispute shall be submitted to a temporary board of arbitration, consisting of three (3) disinterested parties, and the finding of a majority of said board shall be binding on both parties hereto and the party or parties claiming to be aggrieved, and the board to be selected as follows: The Company to select one (1) member, the said Division to select one (1) member, and two (2) thus chosen to select the third (3rd) member.

Beginning the next day after said board has been chosen, the said board of arbitration shall meet daily, Sunday excepted, until they have reached a decision, and their findings shall be submitted in writing to each party hereto.

Each party shall bear the expense of their own arbitrator and both parties shall share equally in paying the expenses of the third (3rd) arbitrator.

Each party hereto agrees to select their arbitrator within five (5) days after the agreement to arbitrate, or notice is given, by either party to the other that arbitration is desired, and either party failing to do so shall forfeit its case.

Notice to arbitrate any question or dispute as herein provided for, shall be made in writing by either party.

Section 3. When any member of this Division has been suspended or discharged and after an investigation as herein provided for, he is found to have been unjustly suspended or discharged, he shall be reinstated by the Company, and he shall be paid for all time lost on account of such suspension or discharge.

Any employee layed off for cause shall be given a hearing on written demand within twenty-four (24) hours by the Superintendent of the Company.

Section 4. The preference of runs shall belong to the motormen and conductors in accordance with their seniority of service with the Company, the Company having the right to consider efficiency on the question of such seniority, and should the schedules or runs be changed they will be made up in substantially the same manner and form as are at present in effect, and have been for the past five (5) or more years. The present scale of wages shall be maintained without change.

Section 5. Any member who holds an office in the Division, that requires his absence from the Company's service, shall be given such leave of absence, if it will not impair the service of the Company, as may be necessary for him to have to fulfill the duties of his office, such leave not exceeding thirty (30) days without special agreement in writing and shall be placed in his regular run with the Company on reporting for duty; provided such member requesting such leave of absence shall give at least five (5) days notice in writing

of such requested leave and shall state in such notice the time of leave requested.

Section 6. In consideration of the premises foregoing, the said Division agrees to promote the interests of the Company, to exercise and discharge the duties of the offices of such Division towards the Company at all times for right and justice and to see that all rules and regulations of the company are faithfully and honestly fulfilled to the best of their ability, and any employee violating any of the rules and regulation of the Company shall be subject to suspension or discharge by the Company.

This agreement and the provisions contained therein shall be in full force and effect for a period on one (1) year from the date first before written.

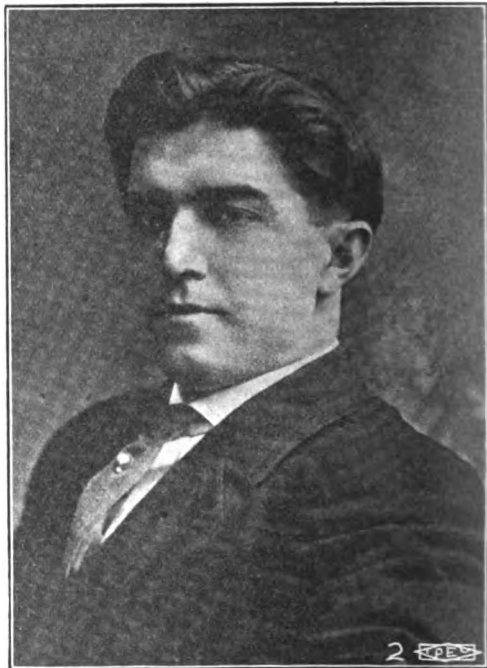
SPRINGFIELD TRACTION COMPANY.

By A. F. VAN DIENSEL

DIVISION NO. 691, OF SPRINGFIELD, MO., OF THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.

By WILL GOOCH, Pres.

By STANLEY H. JONES, Sec.



L. F. BARNES.

Above is a good representation of L. F. Barnes, a member of Division No. 268, Cleveland, O., who is supposed to have left Cleveland Jan. 26 of this year. Mrs. Barnes, his wife, has no knowledge of his present whereabouts and is anxious for any information that will lead to locating him. His description is given as that of a man 30 years old, height about 5 ft. 6 in., weight about 145 lbs., complexion dark, hair jet black, appearance sturdy and of pleasing address. Please forward any information to Secretary W. M. Rea, Div. No. 268, Room 524 Columbia Building, Cleveland, O., who will impart it to Mrs. Barnes.



**MAHONING VALLEY AGREEMENT.**

Entered into by and between Mahoning and Shenango Railway and Light Company, The Mahoning Valley Railway Company, The Youngstown Park and Falls Street Railway Company, and New Castle and Lowell Railway Company, their successors and assigns, party of the first part, hereinafter called the "Company," and The Amalgamated Association of Street and Electric Railway Employees of America, Division No. 88 of New Castle, Pa., Park and Falls Division No. 114, Youngstown Division No. 272, Niles Division No. 379, party of the second part, hereinafter called the "Association."

**Witnesseth:**

That in the operation of the lines of the party of the first part, both parties hereunto mutually agree that for and in consideration of the covenants and agreements hereinafter stated further, the party of the first part hereby agrees with the party of the second part, as follows:

Section 1. That the Company through their properly accredited officers, will continue to treat with the similarly accredited officers of the Association upon any and all grievances that may arise.

Section 2. That during the continuance of this agreement, the wage scale shall be as follows:

Part 1. The Company will pay all motormen and conductors from April 1, 1916 to April 1, 1917, who have been in the continuous employ for more than two (2) years, thirty-three and one-half cents (33½c) per hour; and all motormen and conductors who have been in their continuous employment more than one (1) year and less than two (2) years, thirty-one cents (31c) per hour; and all motormen and conductors who have been in the continuous employment of the Company less than one (1) year, twenty-eight cents (28c) per hour.

Part 2. The Company will pay all motormen and conductors from April 1, 1917 to April 1, 1918, who have been in the continuous employ of the Company for over two (2) years, thirty-five cents (35c) per hour; and all motormen and conductors who have been in such continuous employ over one (1) year and less than two (2) years, thirty-two cents (32c) per hour; and all motormen and conductors who have been in the continuous employment of the Company less than one (1) year, twenty-eight cents (28c) per hour.

Part 3. No motorman or conductor shall at any time during the continuance of this agreement receive less pay per hour than is provided for in the agreement which was in existence at the time he entered the employ of the Company.

Section 3. As regulated by the Company and the Association all runs shall be made early and late, known as the two turn system, and all runs to be divided as nearly equal as possible. No runs are to be scheduled to exceed ten (10) hours and thirty (30) minutes. All runs under eight (8) hours are to be known as "trippers" and to be worked from the extra list. All regular men working time over and above their regular run shall be paid time and one-half. No regular scheduled run shall pay less than nine (9) hours.

Section 4. Regular scheduled runs on any day, where trips are omitted, motormen and conductors shall be paid same time as allowed on the regular week day schedule.

Section 5. That no car or train, except trouble car, shall be operated by the said Company without a full crew, consisting of a motorman and conductor. Eleven (11) hours shall constitute a day's work on all line, work, emergency and freight cars, time and one-sixth shall be paid for all line, work, emergency and freight cars, sprinkler and sweepers, and time and one-half for all time over and above eleven (11) hours. When work cars are engaged transporting material over the lines of said Company, or when going to or from the car barns or from working points, they shall be under the charge of the operating department, and the crews shall be subject to the rules

governing the regular service. At all other times when material is being loaded or unloaded from the car, or when the car is engaged in track work or other constructions, or repair work, the crew shall be under the orders of the superintendent of construction or his foreman so far as the operation of the car is concerned.

Section 6. That the Company shall refuse, after thirty (30) days' trial to keep in their employ as motorman or conductor, any member of the Association who may prove unsatisfactory to either party concerned in this agreement; also no person shall be allowed to act as either motorman or conductor, who has not become a member of one division of the Association, or a recognized student. In case of suspension or expulsion of any of its members by the Association, the Company agrees to suspend or dismiss from their service such members upon satisfactory proof of the misconduct alleged, for which such suspension or expulsion is made.

Section 7. That no person after securing employment as either motorman or conductor, shall go on a car without first securing a permit from two (2) members of a committee of one of the Divisions of the Association.

Section 8. That it shall be optional with the regular motormen or conductors whether they shall work overtime or not, except in cases of motormen and conductors reporting late for duty and are serving time on the extra list.

Section 9. That if any man thinks he is not competent to operate the opposite end of the car upon which he has been employed, he shall not be required to do so.

Section 10. And it is further agreed that the Association in using stools on the lines of the Company, shall be governed by Bulletins agreed upon by both parties.

Section 11. That any member of the Association who shall be elected to any office, therein, which shall require his absence from the employ of the Company, leave shall be granted him and upon his return, he shall have his place on said Company's lines, and if the service of any member of the Association shall be required in the office of the operating department of the said Company for a period not exceeding thirty (30) days, leave shall be granted, and at the expiration of said period, he shall take his place on the lines of the said Company, and in no case shall he be granted second leave of absence without the consent of his Division.

Section 12. Free transportation on all lines of the said Company shall be granted as heretofore to all employees covered by this agreement.

Section 13. (Part 1.) Any member of the Association who may be suspended for misconduct or any other cause, except reporting late for duty, shall not be required to report until the last regular reporting of the day preceding the expiration of his suspension. Any member of the Association who may be suspended for any cause whatever, and after investigation is found not guilty of the offense for which he was suspended, shall be reinstated to his former position and paid for the time lost at the same rate that he would have received had he been operating his car. In case any member of the Association is found guilty, his suspension shall date from the time that he is relieved from duty. Investigation of charges shall begin within seventy-two (72) hours after offense has been committed.

Section 13. (Part 2.) That all differences between the Association and the Company shall be adjusted as follows:

All differences shall be submitted to the Division Superintendent of the Company (in writing when so requested), by the properly accredited officers of the Association, and if they cannot agree, the superintendent of transportation shall be called into conference. If this conference fails to arrive at a satisfactory result, the president shall then be called into conference. If after such conferences, there still remains a difference, the case shall

be submitted to a board of arbitration. The board of arbitration shall be constituted as follows: A temporary board of three (3) disinterested persons; one (1) to be selected by the Company, one (1) to be selected by the Association, and the two so chosen shall choose the third arbitrator. Both parties shall name its arbitrator within ten (10) days from the time of receiving notice thereto from the other party. The two (2) arbitrators so chosen shall meet within five (5) days and name the third arbitrator. Provided further, that should the arbitrators so appointed by each of the parties to this agreement fail to agree within a period of five days upon the third arbitrator then the officers of the Company and the officers of the Association with the two arbitrators selected shall meet and see if it is possible to agree upon a third arbitrator or make such arrangements concerning the arbitration as they may deem advisable. After the three (3) arbitrators have been chosen, the arbitration board shall meet from day to day until the arbitration is completed and a decision rendered. Pending the adjustment of any difference, there shall be no lock-out, strike or cessation of work by either party. Each party shall pay its own arbitrator, and the parties hereto shall jointly pay the third arbitrator. A decision of the board shall be final and binding to both parties hereto.

Section 14. All motormen and conductors having students on with them for instructions, said motormen and conductors shall receive three (3) cents per hour over and above his regular pay.

All crews shall be paid from the time they are scheduled to report which shall be not less than five (5) minutes before leaving time of the run.

Section 15. All regular men reporting extra at any time except at the regular reporting time for the regular runs in the morning and afternoon shall be paid time and one-half for all time held before being put to work or being excused. Extra men, reporting at other than regular reporting time shall be paid one-half time for all time held before being put to work or being excused; but such time shall not be less than one (1) hour.

Extra lists shall be posted at all inspectors' offices where extra men report, not later than five (5) o'clock in the afternoon for the day following.

Section 16. Part 1.) Each motorman and conductor shall be entitled to and hold his run in accordance with his age in the service of the Company, at the barn from which he is employed. The preference of runs shall always belong to the oldest man in the continuous service, except where men are incompetent to hold such runs. In such event, the Company will take up the case with the proper committee of the Association, and, after a mutual satisfactory understanding has been reached, then the employee next in line for promotion shall take his place.

Section 16. (Part 2.) The oldest man in the continuous service shall have the choice of runs in the capacity in which he is employed. The list to be signed in accordance with the length of time of each man in the service. Should any man not desire to sign, he shall be placed at the foot of the extra list until the next regular "sign-up" when he will be privileged to sign if he so chooses.

Section 16. (Part 3.) If any vacancy occurs after a "sign-up" has been made, the first extra man shall be given his choice of hold-downs, until the next regular "sign-up" occurs, which shall take place on the first day of June, September and December, 1916, and March, June, September and December, 1917, and March, 1918, except where a change in schedule takes place after the first of any month, then there shall be a "sign-up" after eight (8) days' notice has been given, if possible, and when the list is properly signed and completed, to be posted one (1) day before going into effect.

Section 16. (Part 4.) A list giving run number, time and route shall be furnished to an agent of any one of the divisions of the or-

ganization, whose duty will be to see each motorman and conductor in their turn and request them to sign in accordance with these rules. If a man is off duty during a "sign-up" the president of his division shall make a choice for him, and he shall work such run so chosen until the next regular "sign-up."

Section 16. (Part 5.) This section to apply to division affected only.

Section 17. Motormen and conductors shall not be required to operate cars other than work cars off of the division covered in this agreement unless they are accompanied by pilot, and it is further agreed that all foreign crews operating cars other than work cars over the said divisions shall be accompanied by a pilot except on tracks where traffic arrangements are in operation. All pilots are to be motormen or conductors in actual service, except in emergency cases.

Section 18. Regular and extra motormen and conductors reporting late for duty lose their place for two days and must report for work at the foot of the extra list for two days unless excused by the inspector; reporting late a second time within thirty days they will lose their place for two days and must report for work at foot of extra list for two days unless excused by the inspector; reporting late a third time within thirty days will be referred to the superintendent of transportation for discipline.

Shark period for motormen and conductors will expire after they have made three (3) reports at the foot of the extra list.

Shark period will start with first report which must be made within one (1) hour after scheduled reporting time.

No motorman or conductor will be compelled to work after 7:30 p. m. on the second day of the shark except in case of emergency.

Section 19. It is further understood and agreed between the Company and the Association that in consideration of the foregoing said employees will to the best of their ability, conduct themselves as gentlemen; be courteous to passengers and the traveling public, and work at all times to the best interest of the said Company; that they will keep a strict compliance with all rules and regulations of the said Company, and cheerfully obey all orders of the same, when not in conflict with the rules and scale of wages entered into in this agreement. They further agree at all times to protect the property from injury at their own hands, and at the hands of others when in their power to do so; that in the handling of cars of all kinds to use their best judgment and to use every effort to prevent injury to the property and persons of the traveling public.

Section 20. That this agreement shall be binding and in force from the first day of April, 1916, until the first day of April, 1918.

Witness our signatures this 27th day of March, 1916.

MAHONING & SHENANGO RAILWAY & LIGHT COMPANY.  
THE MAHONING VALLEY RAILWAY CO.  
THE YOUNGSTOWN PARK & FALLS STREET RAILWAY COMPANY.  
THE NEW CASTLE & LOWELL RAILWAY COMPANY.

By R. V. FRANCES, President  
THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA.  
DIV. NO. 114, OF YOUNGSTOWN, OHIO.  
By L. S. SHERMAN, President,  
By CHAS. H. SHANER, Secretary.  
DIV. NO. 89, OF NEW CASTLE, PA.  
By C. C. COULTHARD, President.  
By J. E. GORMAN, Secretary.  
DIV. NO. 272, OF YOUNGSTOWN, OHIO.  
By H. R. WELLER, President,  
By M. J. LYDEN, Secretary.  
DIV. NO. 379, NILES, OHIO.  
By F. B. COREY, President,  
By LEON WILSON, Secretary.

## DIVISION 26 OF DETROIT AND HER NEW WAGE SCALE.

By W. D. Mahon.

On February 16, 1916, the old pioneer Division of the Amalgamated Association, Div. 26 of Detroit, Mich., again took her place at the head of the wage column of the Street and Electric Railway Men of America by establishing her wage scale for the future at 27½ cents an hour for the first six months in service, 32½ cents an hour for the next twelve months in service, and thereafter 35 cents an hour, with the provision that the men now in the service will, inside of the next nine months, practically all have reached the 35-cent wage. The new scale as above quoted will affect men coming into the service after the 16th of February.

During the entire history of the Amalgamated Association of Street and Electric Railway Employes of America, this Division has been among the leading Divisions in the way of wages and conditions. Occasionally a Division will pass No. 26 in the way of a higher wage, but that does not last long and in a short time Division 26 in its progressive and systematic manner passes by and says "Come on."

A brief history of Division 26 would not be out of place at this time. This union was organized and established in 1891, before the Amalgamated Association was or-

ganized. It was one of the pioneer organizations that helped to form and organize the Amalgamated Association. This Local Division was organized first on Monday evening, April 13th, in 1891, and was chartered by the American Federation of Labor as a local Federal Labor Union, No. 5391. The union was first organized by Robert Y. Ogg, organizer of the American Federation of Labor for Detroit and vicinity. Immediately upon the formation of the organization, the company discharged fifteen (15) of its officers and prominent members for forming the union. This angered the men over the entire system and on April 21st they suspended work. The strike continued until April 24th, when a settlement was reached through the assistance of the Central Labor Union, Mayor Pingree and a number of prominent citizens, among whom was the Hon. Don M. Dickinson and the Rev. C. R. Henderson. Among the active trade union men of that day who assisted in establishing the Division were some of the old war-horses of the trade union movement of Detroit. While some few of these are yet living, the majority of them have passed away. Among those assisting were Robert Y. Ogg, H. A. Robinson, H. M. Cheevre, L. E. Tossy, Tom Dolan, Samuel Goldwater, W. F. Abrams, Jos. Labadie and J. P. Murtagh.

At the time of the formation of the Union there was a different grade of wage prevailing between conductors and drivers. Conductors at this time received about one cent an hour more than the drivers and the maximum pay given was 14 cents an hour. The strike was settled by leaving the wage question, with other working conditions, to arbitration, and the arbitration board at this time established the wages as follows:

Conductors, 18 cents per hour; drivers, 17 cents per hour; stable men, \$1.50 per day, stable men to have one-half of every alternate Sunday off.

The first president of the organization was C. Cochran and the first secretary J. C. Manuels.

The Division continued under the American Federation of Labor direct until the International Association was formed at Indianapolis in September, 1892. This local union took an active part in the formation of the International Union and had ten delegates in attendance at the Indianapolis convention. At this time the street car men of America were in very poor conditions and Detroit having a strong organization, it was decided that they should hold both the presidency and the secretaryship of the International Union, and accordingly Mr. William J. Law was elected International President and J. C. Manuels International Secretary. Division No. 26 at that time was granted Charter No. 3 in the Amalgamated Association. This charter was held for some little time, when a division in the organization over the religious question that was then sweeping the country divided its membership and came nearly destroying the Division, but due to the judgment of some of the wiser members, the majority

### All - Wool - Blue Trousers

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Made from good weight blue uniform cloth, fast color, and well tailored.

And that's only one of the splendid values offered Detroit's Motormen and Conductors at this store.

### Other Specials

Extra Quality Uniform  
Trousers at - - **\$4.25**

Clayton's "Special"  
Uniforms at - - **\$12**

Finer Grade  
Uniforms at - - - **\$15**

Conductors Suits, leather trimmed.  
All are Union Made.

They're all regulation styles—made expressly for Detroit Car Men—and your size is here, whether you're slim, regular or stout.

## Clayton's

Clothing - Hats - Furnishings

53-51 Michigan Ave., cor. Shelby

of the membership was brought together under a temporary organization, which held together until the second convention of the Amalgamated Association, held in Cleveland in October, 1903. Immediately after this convention, through the newly elected officers of the International Union, the membership of Detroit was brought together in a united movement and Charter No. 26 was granted to this Division. That charter the Division has ever since held, and it has moved forward since that date in a progressive manner. The Division has always been a conservative one and has moved with caution and good judgment.

There has never been but two suspensions of work in the history of this organization. One of these suspensions was for a few hours during the year 1911, after a prolonged effort in creating an arbitration board to secure a third arbitrator. Because of the company's arbitrator acting in an indifferent manner, the men suspended work for a few hours until the third arbitrator was selected and the award made. Again, in 1915, there was a one-day suspension over the discharge of an Executive Board officer of the Division. With these two short suspensions, the history of the Division has been one of continuous work and of meeting every question that came before it in a careful and conservative manner. Its policy has always been to arbitrate all of the disputes that could not be adjusted otherwise, that have arisen be-

tween it and the company. Many of its wage scales from time to time have been arbitrated and other wage scales have been adjusted in conference between the officers of the Division and the company, as they were in the recent settlement just made.

The local's wage history reflects the progress of a conservative trade union. As the wage above shows, when the Division was first formed the men received a maximum pay of 14 cents an hour. During the quarter of a century, this Division has gone on steadily increasing its wage until the present rate. The wage was advanced from 17 and 18 cents an hour to the same rate for motormen and conductors of 19c for the first six months and 21 cents an hour thereafter. Then the scale continued on its upward course until it reached the present scale as given above.

Its history would be an interesting one had we the time and space to go over its progress, but that we have not at our disposal at this time.

Many of the early pioneers of this Division, who struggled to build it up, have passed and gone and new men have come and taken their places, yet with all the changes that have come about, the Division has continued along the same conservative course of meeting in an intelligent manner every question that comes before it, and adjusting them along the lines that will bring the best results with the least friction and dissatisfaction.

# Demand

## "The Fechheimer Uniform"

### Union Made

They fit, wear and give better satisfaction.  
Cloths especially suitable for Traction  
Service. All Wool.

Ask your dealer or drop us a card for name of  
The Fechheimer Uniform Store in your city.

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America's Foremost Uniform Tailors  
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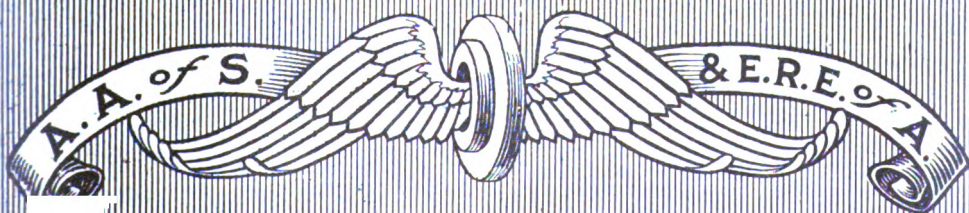
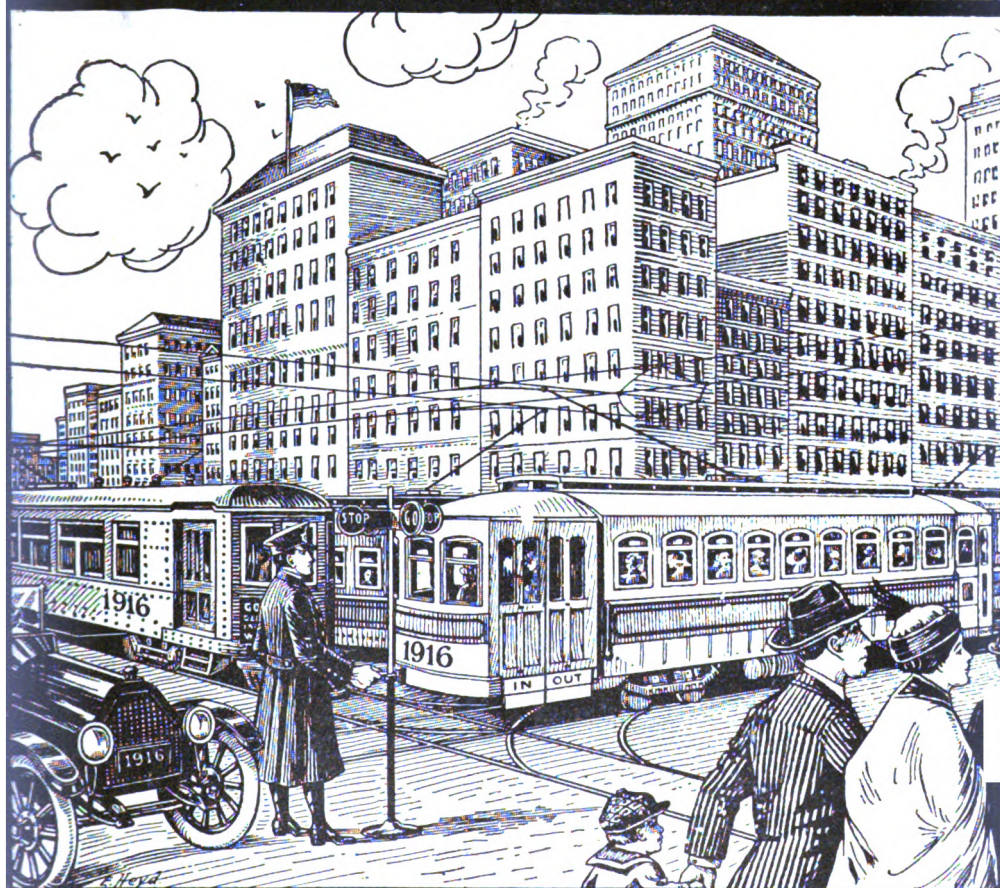
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Vol. 24  
No 6

MAY

# The Motorman and Conductor





# Introducing Trolley Jim

Boys, this is Trolley Jim. Shake hands with him because he is a friend of all Traction Men.

Trolley Jim is a Traction Man himself and wears a Bloch Uniform of course. He will have a message for you every month on this page, and will tell you just why he considers Bloch Uniforms the best that can be bought.

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## Our New Time Books

Have just been published. We have made a number of additions to them including a Map of the United States, Population of the Largest Cities, First Aid to the Injured, and a Scale of Wages.

A time book will be sent free to every Traction Man asking for one.

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Cleveland - - - Ohio

# The Motorman and Conductor

VOL. XXIV,

DETROIT, MICHIGAN, MAY, 1916

No. 6



**BUSINESS AGT. JOHN J. QUINLIVAN**  
Toledo, O., Central Labor Union.

Through the courtesy of the Toledo Union Leader, pictures of Business Agent John J. Quinlivan of the Toledo, O., Central Labor Union and Business Agent Oliver Myers of the Toledo local of the International Brotherhood of Electrical Workers are above presented to the readers of the Motorman and Conductor. Brother Quinlivan is a member of the International Association of Longshoremen. Although but twenty-six years of age he has the experience of years of active service in the trade union movement. He was barely twenty years of age when, through a series of successful activities in his own union, he was brought to the attention of the Toledo general labor movement, where his executive ability as a director in the affairs of labor was sought by various organizations in times of dispute. It was some five years ago that he accepted the position of business agent of the Toledo Central Labor Union. To him International President W. D. Mahon committed the supervision of the interests of the Amalgamated Association in Toledo, and upon his advice of the opportune time, work of organizing was taken up. When it was started, Brother Quinlivan heartily co-operated and rendered what President Mahon reports to have been most invaluable service in the establishment of



**BUSINESS AGENT OLIVER MYERS**  
Toledo, O., Electrical Workers.

Business Agent Oliver Myers of the Electrical Workers is not a novice in the trade union movement. He long since established himself as a spirited adviser in the affairs of the Electrical Workers' Brotherhood. The report of President Mahon pays high tribute to Brother Myers in connection with the recent Toledo success. But, unlike Brother Quinlivan, Brother Myers was not wholly disinterested. The interests of the Brotherhood of Electrical Workers and the Amalgamated Association were common. Nearly 300 electrical workers obtained like improved conditions with the members of the Amalgamated Association, the two organizations co-operating. But in Brother Myers, President Mahon reports that he found an unusually efficient and forceful worker—a man in whom his craft can commit its interests with the utmost confidence that at all times the best will be obtained.

the Toledo organization. Brother Quinlivan is modest, genial, keeps his own counsel and does things. As he is yet a young man of unusual vigor, it is safe to predict that as time rolls by he will become generally known as one of the most active and devoted supporters and upbuilders of trade unionism.

## JUSTICE.

(An address recently delivered by A. A. Poole before the Detroit lodge, I. B. P. O. E. W., wherein the speaker held that justice is man-made and subject for definition to whatever power of control society wills.)

Few subjects submit themselves to man upon which in all times there have been so divergent opinions in definition.

For ages back in the history of man-made laws the privileged and property classes are insistent that legal rights constitute the definition for justice and exclaim, "Let legal rights be maintained although the universe fall!" This more than figuratively predatory element in society has assumed to shape and fix "legal rights" without acceptance of any intrusion in the way of reasoning on the part of the multitude governed. Thus fixing justice by law partial to interests of the privileged and wealth class has long been the accepted practice. The present period of reasoning upon the question of fixing a more true definition to justice or adapting the early faithful definition of justice is confronted with the fixed standard and the possibility of extending or making more elastic the rigid confines determined by those entrusted with the maintenance of legal rights justice is extremely beset with difficulty.

From this viewpoint we are led to seek a lawyer versed in law and adapted by privileged education to conveniently consult law, to determine for us the justice in any case that arises in which the definition of the term is to guide. So we see that the dispenser of the definition of justice, in so far as that definition is sought to guide in society, is the individual in society schooled within special privilege and so guided in his education that through the forces, first of gratitude for the privilege; second, of precedent; third, for the protection of privilege, is impelled to consult the already laid down statutes and decisions, even to the debarment of original reasoning for forward leaning.

Any forward movement in extending the confines of justice to be accepted as governing falls upon the common herd, as it always has so fallen. Enlightenment is the only force that can batter down and extend the walls of justice.

Justice in name and in sense is a virtue—a protective virtue—necessary to the protection of life, property and the organism of society. We may not understand that it is necessary for existence, but it is necessary for protection to the whole in advancement. Correct justice, it appears, must be based upon equal rights to all and special privileges to none, and it must be a protection to all necessary functions of advancement in society, otherwise there can be no real justice, although there may be maintained respect for legal rights.

Those in pursuit of real justice find themselves today diverging from the way of those endeavoring to maintain the standard by legal precedent. As this force for true

justice increases, the latitude for court-made laws expands and there is being experienced at this time a breaking away from the old-time precedent.

Acts that become popular functions of progressive society through sheer force of practice and their acceptance as beneficial to the whole are enforcing respect and modifying legal rights as they have heretofore been held by the fixed laws and "rulings" and justice is beginning to take on a more broad definition in respect to the wellbeing of mankind.

Theoretically, justice is a common impulse sense of right requisite to the common protection of all in the harmless and happy pursuits of life and the rules to govern to make to that purpose. In practice justice is respect for legal rights, although by law there exists a restraint to the many to the advantage of the few. Although true justice may designate a certain law as unjust, practical justice requires respect for that law until the force of reasoning through concert of public opinion compels the abandonment, revision or annulment of the law. If it is a law that has long been in practice as a protection to special interests or a privilege, it will require an unusually forceful public expression to secure its revision or, in other words, change the standard of justice. The establishment of justice in its true sense is worthy of and requires the forceful, mutual reasoning of the people of communities, or societies, and seriously commends itself to the effort.

In the past, as at present, law has been accepted as the standard for justice.

When, in ages gone by, the king cannibal or the cannibal authority ordained the appropriation of certain individuals of society to become food for others more preferred—not for food, but for life—that was justice. It was the standard of justice. It was comprehended in the definition of justice. It was right. It was the law. By force of popular reason, from the dawn of a new light, that cannibal law was annulled and a new standard of justice was fixed.

Slavery was based upon law. It was regulated by law, not in the interest of the slaves any more than the cannibal standard of justice was in the interest of the victim for the pot. But it was justified. But the progress of enlightenment to the multitude, and the process of development required years, and the process of asserting force thereof required more years; yet the time came when the standard of justice was forced forward and upward and slavery was abolished. It is no longer just—slavery is no longer contemplated within the definition of justice.

When there existed a sumptuary law in Great Britain designating the fabric with which wage-earners in their respective grades must be clothed, it was justice. It was the law. Perhaps it was not the law within the sense of right, within the reasoning of the respective wage-earners, but it was justice in the sense of reasoning of that element of society that controlled the mak-

ing of laws and the fixing of the standard of justice. In the course of time enlightenment prevailed and that law was abandoned and justice assumed a new form or perched upon a higher standard.

When the workers of Great Britain and other countries attempted to assert their sense of right, their conception of justice, by organizing into Guilds and labor combinations, their conception of justice was not accepted by those in power and it was decreed that their ears should be cropped and that they would be otherwise disfigured so that they could be identified as menaces to justice. Through the process of evolution in the progress of enlightenment this justified privilege was destroyed and it became an injustice to crop the ears of wage-earners for asserting their right to organize. Such is evolution; such is the progress of enlightenment.

It was not so long ago that justice decreed imprisonment for debt.

So we see the processes of evolution going on. We readily discern the force that fixes the standard—the definition of justice. It is not what our sense of right may be; it is not what we may determine to be equitable, but justice is that which is indited as law—legal right. What we may conceive through our mutual reasoning, through our combined reasoning, to be right, and what should be accepted as the standard for justice, and what should be apprehended within the definition of justice, little matters unless we can bring force to bear to indite it as the law or have it enacted and inscribed as the law.

Through the concentrated forces of society laws may be made to continue the uplift of the standard of justice and force it nearer to the concept of real justice, wherein there shall be special privileges to none and equal rights to all. We haven't reached that point yet where we can determine justice to be in a practical sense anything more than our legal rights. We probably never will. But the question for us to solve is how we may elevate the standard of our legal rights, that they may become more closely identified as our sense of right, as our sense of justice. If we differentiate from the present standard, how are we to elevate from it? How shall we proceed to secure laws more in line with our ideas of what justice should be?

Expediency, sustained by sufficient popularity to become incorporated into law, becomes justice. But without a character as law, it is distinct. Equity is right and at all times should be justice. Yet legal right exists where equity is thereby debarred. And justice demands respect for legal rights, even at the peril of equity or expediency.

How, then, define Justice?

Is not real, practical justice whatever is dictated through the law making authority? And does not justice emanate from whatever character of authority society accepts? And does not justice depend for its character upon the nature of its source? In the

reply we find what it is possible for Justice to be.

## SICK AND DEATH BENEFITS THAT ARE PAID BY LOCAL DIVISIONS.

By W. D. Mahon.

In giving these reports upon the Sick and Death Benefits, as I said in the last communication, there were a number of the Divisions that did not reply to our circulars sent out. In the publication of the reports that come in, I am giving just the Divisions that have reported, and in their serial numbers. When the number of any Division is passed without any reference being made to it, you will know that Division has not reported upon this matter, and we are not in possession of the amount that was expended by such Division during the past year.

Division No. 78, Galveston, does not pay Death Benefits, but pays Sick Benefits. The Constitution provides payment after the first week's sickness of \$5.00 a week for thirteen (13) consecutive weeks in any one year. During the year 1915 the Division paid in Sick Benefits \$85.00.

Division No. 85, Pittsburgh, Pa., does not pay any Sick Benefits, but pays a Funeral Benefit in the case of the death of a member in good standing—paying upon the death of each member the amount of \$150.00. During the year 1915 this Division paid \$3,600.00 in Death Benefits upon deceased members.

Division No. 89, Newcastle, Pa., does not pay any Funeral Benefits, but pays Sick Benefits covering sickness and accident—as the Constitution provides \$5.00 a week after the first week's sickness. During the year 1915 this Division paid to sick members \$207.16.

Division No. 90, Mt. Clemens, Mich., does not pay any Death Benefits, but pays a Sick Benefit under the regulations of the Constitution of \$5.00 a week in case of accident or sickness after the first week's sickness, for a period of ten (10) weeks. During the year of 1915 this Division paid out in Benefits for sickness, \$242.72, and in accidents,

Division No. 98, Akron, Ohio, does not pay any Death Benefits on the death of a member, but provides suitable floral designs, and has its Committee attend the funeral. But in case of the death of the wife or child of a member in good standing it pays a Benefit to the member of \$25.00. The Division also pays a Sick Benefit to all members who have belonged to the Division for three months or over and are in good standing. They pay \$3.00 per week for a period of fifteen (15) weeks in any consecutive twelve months. During the year the Division paid out in Death Benefits for members' wives and children, \$75.00, and in sickness paid out \$372.00.

Division No. 99, Winnipeg, pays Sick and Death Benefits as follows: They have a department provided with a separate fund, which is known as Sick Benefit Fund. Twenty-five (25) cents a month is levied to maintain this Benefit, also the surplus ac-



cruing from entertainments, excursions and things of that kind. Any member who has been in good standing for six months or less, is entitled to Benefits of \$3.00 per week for ten weeks in any consecutive twelve months. If a member, after six months, becomes sick, he is entitled to \$6.00 a week for a period of ten weeks in any one year. On the death of a member the sum of \$25.00 is paid. During the year 1915 the Division paid \$50.00 in Death Benefits and \$1,773.00 in Sick Benefits.

Division No. 101, Vancouver, reports that it does not pay Sick or Death Benefits.

Division No. 103, Wheeling, W. Va., pays both Sick and Death Benefits. In the case of the death of a member they pay \$250.00. In Sick Benefits they pay \$2.00 for the second week, \$3.00 for the third week, \$4.00 for the fourth week and \$5.00 for the ten following weeks in any one calendar year. During the year they paid out \$1,000.00 in Death Benefits and \$753.00 in Sick Benefits.

Division No. 107, Hamilton, Ont., does not pay any Death Benefit, but pays a Benefit of \$5.00 a week after the first week's sickness, for four weeks, in any one year. Paid out during the year 1915 in Sick Benefits, \$300.00.

Division No. 111, Jackson, Mich., does not pay any Death Benefits. It pays a Sick Benefit of \$7.00 a week after the first week's sickness, for 13 weeks. Paid out during the year of 1915, \$400.00.

Division No. 113, Toronto, Ont., does not pay any Death Benefits. This Division has its Sick Benefits divided into a separate department. For all members who desire to participate in the same, the dues in the Sick Benefits are 50 cents a month. This entitles the member to free medical attendance and medicine and to \$6.00 per week for twelve consecutive weeks after the first week's sickness. During the year of 1915 the Division paid out for doctors' fees and medicine, \$1,521.21, and in Sick Benefits to its members, \$5,686.57.

Division No. 114, Youngstown, Ohio, does not pay any Death Benefits. It pays a Sick Benefit of \$5.00 a week after the first week's sickness. Paid out during the year 1915, \$145.00.

Division No. 118, Pottsville, Pa., pays no Funeral Benefits. It pays Sick Benefits of \$5.00 a week after the first week's sickness. Paid out during the year of 1915, \$50.00.

Division No. 125, East St. Louis, Ill., pays a Death Benefit of \$90.00 on the death of a member. Does not pay Sick Benefits only by donation. Donations are restricted to \$10.00 at any one meeting of the Division. During the year of 1915 they donated \$351.00 to sick members.

Division No. 128, Asheville, N. C., pays a Funeral Benefit of an assessment of \$1.00 per member in the case of the death of a member, which amounts to about \$100.00. In case of the death of the wife of a member in good standing, they pay \$50.00, and in case of the death of a member's child, \$25.00. The Division also pays a Sick Bene-

fit of \$5.00 per week, and paid out in Sick Benefits during the year of 1915, \$281.00.

Division No. 132, Troy, N. Y., does not pay Sick or Death Benefits.

Division No. 134, New Westminster, B. C., does not pay Death Benefits, but pays a Sick Benefit in case of sickness or accident. The Sick Benefits are arranged by a special organization called the Employees' Benefit Association, and provides that they shall pay fifty (50) cents a month in addition to their dues, to the Secretary of the Division, to maintain the Benefit Fund. The Benefits are as follows:

"Any member, who by reason of sickness or accident, is prevented from attending to his usual duties, shall be entitled to a Benefit of \$1.00 per day, up to and not exceeding one hundred (100) days in any one year. Should, however, the member be recovered from such sickness or accident and able to return to work within one week, he shall not receive any benefit for such sickness or accident except as is laid down in Clause B.

"Clause B. When a member is sick or disabled, and on the advice of his medical adviser returns to work, and within two weeks is again compelled to give up work, such second time of absence, so long as the whole absence does not exceed 100 days in any one year, shall be paid for at the regular rate of \$1.00 per day, and no deduction shall be made therefrom.

"In case of sickness or disability the member who was sick or disabled shall, within 7 days, notify the Secretary of the Association by certificate from his doctor. Whenever the funds in the Association are not sufficient to meet the obligations, the Committee of Management shall have the right to levy an assessment equally on all members not to exceed the sum of 25 cents a month."

During the year there were paid out by this Division in Benefits, \$1,266.10.

Division No. 148, Albany, N. Y., does not pay a Death Benefit, but makes a donation of \$10.00 for flowers for each deceased member, and during the year paid out \$50.00 in this manner. This Division does not pay Sick Benefits, but takes up a collection for the needy sick, but has no means of knowing how much was collected during the past year.

Division No. 163, Meriden, Conn., does not pay Death Benefits, but pays a Sick Benefit of \$4.00 a week for the first two weeks and \$5.00 a week for the next five weeks in any one consecutive year. The Division paid out during the year 1915, \$260.00 in Sick Benefits.

Division No. 164, Wilkes-Barre, Pa., pays a Death Benefit of \$100.00. Had no deaths during 1915. Pays a Sick Benefit of \$5.00 a week for thirteen consecutive weeks in any one year, after the first week of sickness. Paid out during the year 1915, \$680.00 to sick members.

Division No. 165, Girardville, Pa., does not pay Death or Sick Benefits. Takes up collections in case of sickness.

Division No. 168, Scranton, Pa., pays \$50.00 on the death of a member in good standing, and during the year 1915 paid out \$200.00. Pays a Sick Benefit of \$3.00 per week, and during the year 1915 paid out \$557.00 in Sick Benefits.

Division No. 169, Easton, Pa., pays a Death Benefit of \$25.00 on the death of a member's wife. It also pays Sick Benefits of \$4.00 a week for twenty-six (26) weeks in any one year of continued sickness, and if at the end of 26 weeks the member is still sick, he is paid \$1.00 a week thereafter. To be entitled to these Benefits the member must have been one year in the Division and in good standing at the time of taking sick. The Division paid out during the year for Sick Benefits, \$827.00.

Division No. 174, Fall River, Mass., does not pay Death Benefits, but provides a floral wreath and a hack for the funeral in case of the death of a member in good standing. They do not pay any regular Sick Benefits, but have a rule that if a member has been off sick for five weeks or more, to take up a collection for him. During the year 1915 these collections amounted to about \$518.00.

Division No. 176, Sharon, Pa., does not pay Death Benefits. Pays a Sick Benefit of \$4.00 a week for thirteen weeks, and thereafter \$3.00 a week. They paid out during the year 1915 about \$86.00 in Sick Benefits and donations to sick members.

Division No. 184, Williamsport, Pa., does not pay Sick or Death Benefits. Makes donations and takes up collections, but no record of the amount was kept for the year 1915.

Division No. 194, New Orleans, La., pays a Death Benefit. To a member within one year of membership they pay \$100.00, and to members who have been over one year in continuous good standing, \$200.00 in case of death. They paid out during the year \$5,100.00 in Death Benefits. The Division does not pay Sick Benefits.

Division No. 197, Meadville, Pa., does not pay Death Benefits. It pays a Sick Benefit of \$7.00 a week for thirteen weeks in one consecutive year. During the year 1915, paid out \$130.00 in Sick Benefits.

Division No. 199, Ottumwa, Iowa, does not pay a Funeral Benefit, but provides \$5.00 for flowers in case of the death of a member or his wife or child. Pays a Sick Benefit of \$4.00 per week. Paid out during the year 1915, \$93.32 in Sick Benefits.

Division No. 212, Burlington, Iowa, does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 a week. Paid out during the year 1915, \$138.47 in Sick Benefits to its members.

Division No. 215, Wheaton, Ill., does not pay a Death Benefit. Has no established Sick Benefit, but takes care of its sick members by subscriptions taken up among the members. No records of the amount collected in this manner was kept for the year 1915.

Division No. 223, Butler, Pa., does not pay Funeral Benefits. Pays a Sick Benefit

of \$5.00 per week. During the year 1915 paid out \$105.57 to sick members.

Division No. 228, Joliet, Ill., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 per week after the first week's sickness. Paid out during the year 1915, \$284.21.

Division No. 235, Brockton, Mass., does not pay Funeral Benefits, but provides flowers and a hack for funerals of deceased members. Pays a Sick Benefit of \$5.00 a week for six weeks in any one continuous six months. Paid out \$1,082.78 to sick members during the year 1915.

Division No. 236, Alton, Ill., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 per week after the first week for four continuous weeks of sickness. Paid out during the year 1915, \$33.14.

Division No. 238, Lynn, Mass., does not pay Funeral Benefits or Sick Benefits. Collections are taken up in case of extreme sickness, but no report as to the amount was made for the year 1915.

(Continued in Next Publication.)

### THE "LOYAL" MAN'S REWARD.

"Faithful Car Men Rewarded," is the display heading of an announcement that the Washington Railway & Electric Company presented its "loyal" men with gifts of from \$5 to \$25, with the statement from the company that "The company appreciates the valuable service rendered by its faithful employees on March 5 and 6 in recognition of the unusual services performed and additional responsibility assumed" by working during the two days of the recent Washington strike. Five dollars was given to each shop-man and mechanic who remained on duty. Ten dollars was given to each shop-man who took a car out of the barn on a run and \$25 was given to each conductor and motorman who did not join the strike. This is a very significant illustration of the value to non-union men of a strike. The natural effects of the action of the company would be to inspire non-unionists to incite more like conditions. It is not usual that a strike-breaker has the opportunity to incite a strike, but due to the abnormal pay that he receives he is always anxious to lend the force of his position and effort to a continuance of the strike. "Loyal men" are men on the job who, if they possess the audacity of the average strike-breaker, have the opportunity of inciting strikes and lockouts and in the example of the Washington company they have the incentive.

But it is not at all likely that any who received the reward for "loyalty" from the Washington company are proud of the reward or were anxious for it. With the majority of them it will likely burn in their pockets and sear their conscience. While they may not regard it discreet to return the reward to the company on account of the fear of exciting to action one of the various forms of expression of displeasure of the company, it requires no very strong power of perception to discover the inability of the management of the company, or that element of it that directed the

reward, to comprehend the fixed standards of honor respected and desired to be indulged by mankind. Even though there may be a momentary tinge of pleasure or satisfaction to the men in receiving the "reward," the glamour will soon fade and discover to the "beneficiaries" a most repulsive taint.

Fortunately a majority of those whom the company designate as "loyal men" and so rewarded cannot be so classified through any voluntary election of their own and were either good union men or those with whom the two days' events so rapidly transpired that they had not time to materialize an understanding of the situation. Things happened with intense rapidity in connection with the Washington lockout. However that may be, the course of the company to attempt to signally identify certain of its employees as traitors to their order of men, in its natural consequence and influence is not at all commendable and not naturally redundant to the interests of the men they would so designate. It is not believed that any of the "loyal" men will boast of their "reward" to posterity. Neither will they ask that the fact of it shall be engraved upon their tombstones. But they should not be held responsible for the lack of perception of the "reward" dispenser.

### PROPOSED MICHIGAN CONSTITUTION ANTI-INJUNCTION AMENDMENT.

Under the initiative provision of the Michigan state constitution, the Michigan labor movement is obtaining initiatory petitions to have placed upon the ballot an amendment to the constitution to prohibit the issuance of injunctions in labor disputes. The proposed Michigan amendment was drafted by Attorney Maurice Sugar and is pronounced one of the most complete in its scope to safeguard the interests of labor.

In the matter of labor injunctions, Michigan is now guided by decisions of the Supreme Court in injunction cases which have established the most radical prohibitions of the exercise of liberty rights of wage earners in cases of strikes and lockouts. Often judges complain of the exactions that may be made upon them under the judge-made law in the matter of granting and enforcing injunctions and many of the courts are inviting relief by enactment of a law to do away with the labor injunction practice. The Sugar amendment embraces the relief.

It will be necessary to obtain approximately 43,000 signatures to the petition to get the amendment placed upon the ballot to be voted upon at the fall election. The effort to do this has been initiated by the Detroit Federation of Labor and will receive the support and hearty cooperation of the Michigan State Federation of Labor. The procuring of the signatures is not an unsurmountable task, as it is believed that more than one-half of the necessary number can easily be secured in Wayne county.

The proposed amendment is one from which copies can well be made for enactments of laws or constitutional amendments in other states where the injunction evil exists.

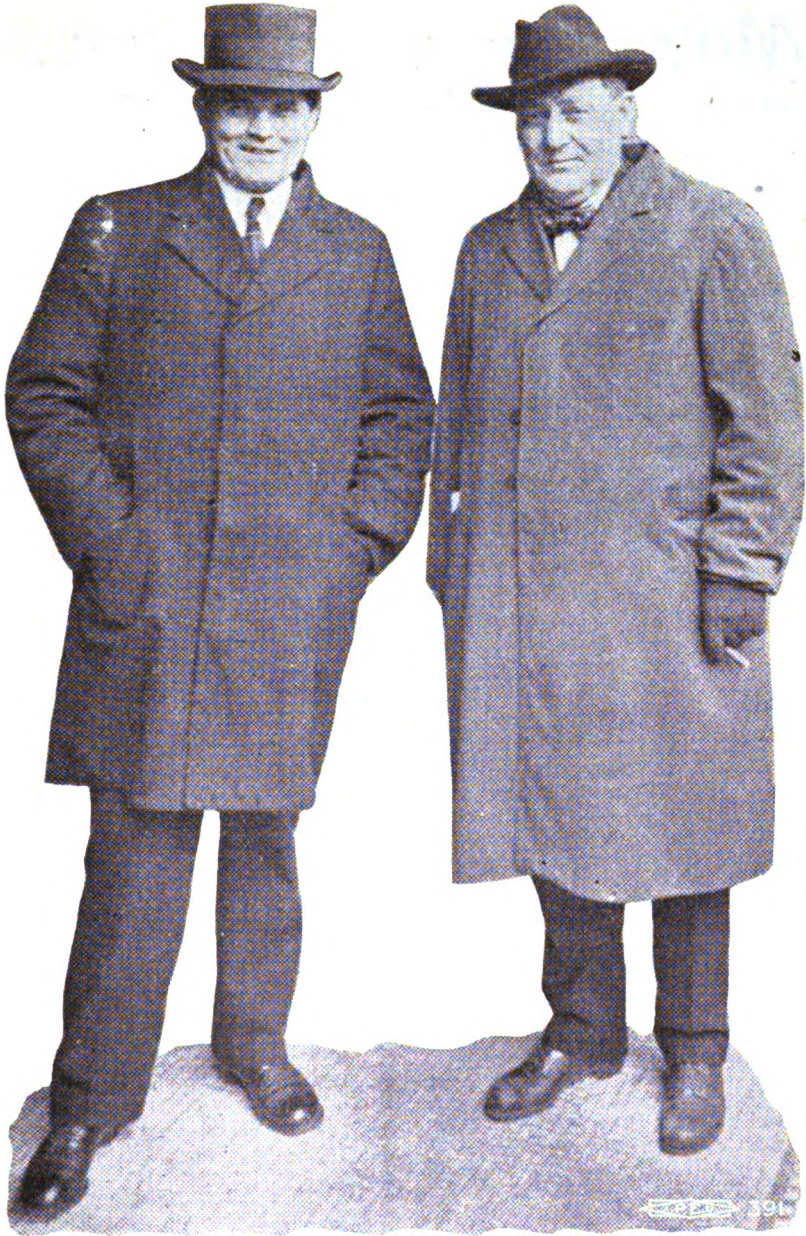
The proposed law is as follows:

"1. No restraining order or injunction shall be granted by any court of the state, or any judge or judges thereof, in any case involving or growing out of a dispute concerning employment or the terms or conditions thereof.

"2. It shall not be unlawful for any person to make, enter into or carry on any arrangement, agreement or combination made with the view of lessening or changing the hours of labor, or increasing wages, or altering the scale thereof, or altering or bettering the conditions of working men or working women, or prescribing the terms or conditions upon which they shall work, or carrying on collective bargaining concerning employment or the terms or conditions thereof, or doing, in pursuance thereof, any act which would be lawful if done by a single individual in the absence of such arrangement, agreement or combination; to terminate any relation of employment; to recommend, advise or persuade others so to do; to cease to perform any work or labor; to recommend, advise or persuade others so to do; to attend any place for the purpose of obtaining information from or communicating information to any person relative to any dispute concerning employment or the terms or conditions thereof; to persuade any person to work or abstain from working; to attend any place for the purpose of persuading any person to work or abstain from working; to cease to patronize a party to any such dispute; to recommend, advise or persuade others so to do; to pay, give or withhold from any person engaged in such dispute any strike benefits or other moneys or things of value; to assemble for any of the purposes hereinbefore set out; to do any act or thing which might be done by a single individual in the absence of any such dispute and any such arrangement, agreement or combination; and no person shall be indicted, prosecuted or tried in any court of the state for doing any of the things in this section contained."

An agreement has been entered into by and between the Newell Bridge and Railway Company of Newell, W. Va., and the Newell Branch of Div. No. 52, Amalgamated Association, which provides an increase in wages for motormen and conductors of 2c per hour, the rate ranging from 26c per hour for first year service men to 28c per hour for second year service men; 30c per hour for third year service men; 32c per hour to those of three or more years of service. The agreement is for four years, subject to the provision that any of the sections may be opened from year to year should changes in wages be desired by either party.





G. E. B. Member Edw. McMorrow (on the left) and President W. D. Mahon (on the right) as taken by a Toledo Blade photographer during the late suspension of Div. No. 697, Toledo, O. The photographer caught the two International Officers as they were on their way to appear before U. S. District Judge Killetts, before whom a petition rested for the appointment of a receiver to force operation of the cars under direction of the court. The court went so far as to announce the the name of a receiver contemplated for appointment, who was on record in Toledo labor circles as an ardent devotee of the open shop and bitter opponent of trade unionism. It is believed that the statement of President Mahon, in which he explained the attitude of the Association and the Toledo street railway employes, encouraged the presumption of the court that a settlement would be effected and thus avoided the institution of a receivership pending negotiations that resulted in the Toledo Amalgamated Association and Electrical Workers' agreements.

# The Motorman and Conductor

Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

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Monthly

W. D. MAHON, President



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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

Wage rates in New Castle, Pa., for motormen and conductors are: For first year of service, 28 cents per hour; for second year of service, 31 cents per hour; for those of two or more years of service, 33½ cents per hour. Overtime is paid at 1½ time, which makes rates for overtime at 42 cents per hour for first year men; 46½ cents per hour for second year service men, and 49¾ cents per hour for those of more than two years of service. Sunday work and other days upon which runs fail to make the full weekday schedule time are paid full weekday service pay. In New Castle the street car men are organized. Compare these wage rates with rates paid upon any unorganized street railway system of a city of 50,000 people. And a gold dollar has as much purchase value in New Castle as in Lancaster or Harrisburg, Pa., where street railway men have been yet unable to organize.

A supplementary agreement between the Des Moines City Railway Company and Div. No. 441 of the Amalgamated Association, signed under date of March 1, 1916, provides for wage scales for motormen and conductors from March 1, 1916, to March 1, 1917, for first year service men, 26c per hour; for second year service men, 27c per hour; for those of two or more years of service, 31c per hour. From March 1, 1917, to March 1, 1918, the rates are to be 27c per hour for first year service men, 28c per hour for second year service men and 32c per hour to those of two or more years of service. From March 1, 1918, to March

1, 1919, for first year service men, 28c per hour; for second year service men, 29c per hour; for those of two or more years of service, 33c per hour. The agreement provides a wage increase of 1c per hour to all classes for each of the three years of the agreement. Overtime, snow-plow and sweeper work 5c per hour additional. All other classes received a substantial increase and shop and barn men received a reduction in the number of hours to constitute the service day. Previously they worked 10 and 11 hours per day. The supplementary agreement reduces this class of work to nine hours, with not less than 20 minutes of the nine hours as a meal time, and also increases the day wage approximately 5 per cent. The increase, including reduction in the number of hours to constitute the service day amounts to from 15 to 20 per cent for this class of work. A feature of the supplementary agreement fixes the wages for women car cleaners at \$2.30 per day for the first year of the agreement, \$2.38 per day for the second year and \$2.46 per day for the third year of the agreement. This is a 15 per cent increase for the first year. The service day for car cleaners is fixed at eight hours and the wages increase 1c per hour each year after the first. This class of labor was paid \$1.50 per day when it passed under the control of the Association. The supplementary agreement obtained through conferences of the officials of the organization and company and the results are most gratifying and highly creditable to the Des Moines local.

## APRIL WORK OF INTERNATIONAL OFFICERS.

International President W. D. Mahon, during the month of April, granted charters for the institution of Divs. Nos. 699, Washington, D. C., organized upon the Washington interurban systems by International Treasurer Rezin Orr; 700, North Cobalt, Ont., organized by International Vice-President Joe Gibbons; 701, Columbus, Ohio, organized by G. E. B. Chairman Allen H. Burt and Vice-President George Keenan, and 702, Canton, Ohio, organized by G. E. B. Member Edw. McMorrow and Organizer C. E. Marsh. During the preparation for the submission of a proposed agreement to the Toledo Rail Light Company the last week of March the company instituted a lockout by prohibiting the employes from identifying themselves as members of the Association. Personal direction of this situation required the presence of the International President in Toledo almost continuously during the final days of the suspension of work. He had associated with him in this work G. E. B. Member Edw. McMorrow, Vice-President W. F. Welch, Toledo C. L. U. Business Agent John J. Quinlivan and Business Agent Orville Myers of the Toledo Electrical Workers. Through negotiations for settlement of the lockout an agreement was obtained for the new Toledo local by the terms of which all matters in dispute were adjusted. Full recognition of the organization was obtained, together with a substantial increase in wages. Agreements were entered into with the company by both the Amalgamated Association and the Electrical Workers' Union. As a result of this work the International President effected an understanding with the Toledo company by which Div. No. 26 of Detroit, Mich., is extended over the Detroit, Monroe & Toledo short line into Toledo. President Mahon also advised with the officers of Div. No. 90 of Mt. Clemens and Port Huron, Mich., upon agreement work. At the close of the month he was giving his attention to the general affairs of the Association at Headquarters.

Vice-President W. F. Welch, who at the beginning of April was assisting upon agreement and organization extension work in Toledo, remained in Toledo for a few days after the signing of the agreement and assisted the local in establishing a system for the future conduct of its affairs. From Toledo he was dispatched to Charleston, S. C., where he assisted Div. No. 610 upon the adjustment of grievances, being successful in that work.

Vice-President George Keenan in the early part of April remained in Newark, N. J., assisting G. E. B. Member Magnus Sinclair in an endeavor to extend the newly-enlivened Newark local. From this work he was dispatched to Columbus, Ohio, from where the International President had received several appeals for the assistance of

an organizer. In Columbus he was assisted by G. E. Chairman Allen H. Burt in the institution of Div. No. 701. In opposition to this, the Columbus police department appropriated itself to the use of the street railway company in an endeavor to obstruct the progress of the employes in their effort to organize. The Association organizers were arrested by the Columbus police department and ordered to leave the city. Under instructions of the International President, however, the two officers remained and the situation was in progress of development at the close of the month.

Vice-President Ben Commons in April assisted Div. No. 694, San Antonio, Tex., upon agreement work. After consummating an agreement in the interest of the San Antonio local, he visited Fort Worth and Dallas, Tex., and on April 25 and 26, as a fraternal delegate representing the Association, attended the Texas State Federation of Labor Convention held at Houston. He also visited Div. No. 78, Galveston, Tex., where he attended and addressed meetings of that local.

Vice-President P. J. O'Brien was unable to effect an adjustment of the grievances of Div. No. 473, Woburn, Mass., and on April 1 a strike took place to enforce compliance of the agreement by the employing company. April 5 a settlement was effected by which the grievances were submitted to arbitration and work resumed. As a result three members of the Association, over whose dismissal the dispute arose, were reinstated to their former positions and an understanding of the conditions of the agreement established. From Woburn, Vice-President O'Brien was dispatched to Springfield, Mass., where he assisted Div. No. 448 in the adjustment of differences. He assisted the Joint Advisory Board of Divisions the membership of which are employed upon the Connecticut Consolidated system, upon the preparation of the proposed agreement then in progress. He also rendered assistance to the Joint Board of Divs. Nos. 262, Norwich, 482, New London, Conn., and 601, Westerly, R. I., upon agreement work. At the close of the month he was engaged upon agreement work in the interest of Div. No. 686, Bennington, Vt.

Vice-President W. S. McClenathan in April assisted Div. No. 515, Galesburg, Ill., upon agreement work. As a result an agreement was reached with the company in which two cents per hour increase in wages obtained.

Vice-President Joe Gibbons visited Div. No. 685, Brantford, Ont., upon agreement work. He also instituted Div. No. 700, North Cobalt, Ont., from which local he reports very favorably.

International Treasurer Rezin Orr in April organized Div. No. 699 upon the

Washington and Old Dominion system, which operates from Washington into Virginia. The company opposed the movement to organize and instituted a lockout, which lasted but a few days when an agreement was reached and work resumed. He assisted the local upon agreement work, obtaining an agreement recognizing the Association, but leaving the matter of wages for possible arbitration. He was engaged upon work in the interest of the new local at the close of the month.

G. E. B. Chairman Allen H. Burt early in April was dispatched to Alliance, Ohio, to assist Div. No. 360 upon agreement work. The company refused to enter into conferences with the representatives of the employees pertaining to wages and all efforts to effect an adjustment failed. On the 12th of April work was suspended, through which a settlement was effected and work resumed April 14th, after two days' suspension. The strike settlement brought to the Alliance men, embracing city men and the Stark and C. A. and M. V. interurban men, a substantial and satisfactory increase in wage. From Alliance, Chairman Burt was dispatched to Mansfield, Ohio, where he assisted Div. No. 389 in the adjustment of a dispute that had developed through accumulation of grievances charged to have resulted from alleged over-officiousness of the local superintendent. Upon adjustment of this situation he was dispatched to Columbus, Ohio, where he associated with Vice-President George Keenan in organization work, resulting in the institution of Div. No. 701. He was engaged upon this work at the close of the month. As a result of the expression for organization on the part of the Columbus employees, the company immediately increased the wages from one-half cent to two cents an hour and dismissed some of the employees upon suspicion of their membership in the Association. Not only did the officers of the Association find the officials of the company bitterly opposed to the organization of their employees, but, while at a hall preparatory to a meeting on April 25, Chairman Burt and Vice-President Keenan were arrested upon order of the Columbus police department and detained for several hours, thus being restrained from attending and conducting the meeting. They were then ordered out of town by the police department of the city administration. Through instructions of the International President they were engaged upon the situation at the close of the month.

G. E. B. Member Fred Fay, under instructions of his attending physician, in the middle of April left Barrington, R. I., for Boston, Mass., where he is continuing treatment with slight change for the better.

G. E. B. Member Edw. McMorrow, who at the beginning of the month was associated in caring for the interests of Div. No.

697, Toledo, Ohio, the membership of which were locked out by the employing company, continued in assistance in the direction of the affairs of the local until the agreement, through which the company withdrew its opposition to the organization and under which work was resumed, was consummated. After an adjustment of the Toledo situation Board Member McMorrow was dispatched to Cincinnati, Ohio, upon agreement work in the interest of Div. No. 627. He later went to the assistance of Divs. Nos. 98, Akron, 268, Cleveland, and 696, Canton, Ohio, upon agreement work upon the N. O. T. system. During this work, assisted by Organizer C. E. Marsh, Board Member McMorrow organized Div. No. 702, embracing the Canton and Massillon city employees of the N. O. T. company.

G. E. B. Member Magnus Sinclair during April continued in assisting Div. No. 531, Newark, N. J., in an effort to extend the membership, the effort having resulted in a lockout instituted by the company against all employees known by the company to have been members of the Association and several who had not yet attained membership, but who were believed to have been members by the company. Reports from the situation indicate that it has reached a very complex stage, wherein several members are enabled to retain their employment with the company in secret membership. Others, locked out, are obtaining employment elsewhere.

G. E. B. Member Wm. B. Fitzgerald during April directed negotiations for a renewal of agreement in the interest of Divs. Nos. 282, Rochester, 580, Syracuse, and 582, Utica, N. Y. The agreement brings to the membership of the locals two cents per hour increase for the first two years and one cent per hour increase for the third year of the agreement, upon a three-year agreement basis. In the course of the month Board Member Fitzgerald was dispatched to Pittsburgh, Pa., to adjust a case of appeal decision on part of a member who had become self-suspended from the Association. The question involved seniority in service. From this situation he returned to New York, where he took up the interests of Divs. Nos. 669, Auburn, and the Empire United Branch of Div. No. 580, Syracuse, N. Y., where the company has submitted a proposition for a decrease in wages and other grievances existed. He also assisted Divs. Nos. 132, Troy, 148, Albany, 560, Saratoga, and 576, Schenectady, N. Y., upon agreement work, which was pending at the close of the month.

G. E. B. Member P. J. Shea during the course of April continued in charge of the Wilkes-Barre, Pa., strike situation in the interest of Div. No. 164, which was in progress at the close of the month. He also rendered assistance to Div. No. 118, Pottsville, Pa., the local assisting in the adjust-

ment of a strike of the Electrical Workers. He also made an investigation of the strike situation at Tarentum, Pa., involving the members of Div. No. 528. From this situation he reports that the company is operating cars without patronage. He assisted Div. No. 165, Girardville, Pa., upon agreement work and visited Philadelphia, Pa., where he attended meetings of Div. No. 477. At the close of the month he was upon the Wilkes-Barre situation.

G. E. B. Member J. C. Colgan early in April was dispatched to Springfield, Mo., where a dispute arose upon the charge that the company was dismissing from employment barn men who were active spirits in the organization of Div. No. 691. He was successful in getting an agreement covering this character of employment and placing the barn men upon seniority service. From Springfield he went to Marion, Ill., where he assisted the local upon agreement work and from where he was dispatched to Erie, Pa., where work upon a joint agreement in the interest of Divs. Nos. 568, Erie, Pa., 592, Fredonia, and 624, Buffalo, N. Y., was in progress, which situation was receiving his attention at the close of the month.

G. E. B. Member John H. Reardon during April assisted Divs. Nos. 589, Boston, 600, Waltham, Mass., 262, Norwich, 482, New London, Conn., and 601, Westerly, R. I., upon agreement work. He also attended a meeting of Div. No. 240, Chelsea, Mass., upon grievance work and had in charge the continued arbitration case of Div. No. 537, Holyoke, Mass. All of these situations, except Chelsea, were in progress at the close of the month.

### STRIKES AND LOCKOUTS.

Div. No. 528, Tarentum, Pa., continues involved in the strike entered Aug. 18, 1915. A recent feature developing from this strike is a petition filed by the company with the Railway Commission of Pennsylvania, seeking to prohibit the automobile service that is in competition with the company and which is being effective in the interest of the membership of the Tarentum local. As the matter of such service, when charge is made for transportation is wholly within the rights of the city council to regulate, it is not believed that the Railway Commission will be found to have jurisdiction in the matter. The petition will be contested.

Div. No. 682, Fort Wayne, Ind., involved in a lockout instituted by the company Sept. 27, 1915, is becoming more and more effective in the interest of the locked-out employees, the weather becoming abundantly favorable to the men. The automobile service is giving quite adequate transportation facilities. On April 18 was held a large mass meeting in the assembly room of the court house. It proved to be an overflow meeting. The meeting was addressed by G. E. B. Member J. C. Colgan, Brother H.

B. Grafmiller of the B. of R. T., Brother Charles A. Butler of the Fort Wayne Federation of Labor and President Joseph B. Shaw of the same organization. This meeting confirmed the attitude of the Fort Wayne labor forces in protest against the lockout instituted by the company. Another mass meeting has been arranged to be held May 30, to be addressed by President Samuel Gompers of the A. F. of L. The situation is in the immediate charge of Organizer C. H. Johnson, who is assisted by Federation of Labor representatives. There seems little doubt as to the ultimate success of the Fort Wayne street railway men in this contest.

Div. No. 164, Wilkes-Barre, Pa., continues its strike against violation of agreement, from Feb. 14. This contest may continue for weeks. It is evident that it will continue as long as it is the pleasure of the management of the company to persist in its present attitude. The situation is under the direction of G. E. B. Member P. J. Shea.

Div. No. 697, Toledo, Ohio, the members of which were locked out of employment by the management of the company on March 28, under agreement resumed work April 10. This lockout was instituted shortly after the organizing of the Toledo local and while preparation of an agreement was in progress for submission to the employing company, which provided for recognition of the organization, an increase in wages to 32 cents per hour and provisions specifying working conditions. Just prior to the stated date upon which this instrument was to be placed in the hands of the company the management assumed its position not to permit the identification of its employees as members of the Association. At the time there were some eighty employees who had not yet entered the organization, although most of them had applications filed. The company evidently had not become well informed as to the extent of the organization. A few of the members had received Association emblem buttons which they had placed on the lapel of their coats as they reported for work, some half dozen in number. The operative officials, observing these buttons, refused to permit the men to take out their cars. This was reported to the general membership, who accepted the suspension of these men, together with the dismissal of two others, as an expression of opposition on part of the management of the company against membership of employees in the Association and work was immediately suspended. The management of the company made a statement to the public that to permit the wearing of the union button would result in discrimination on part of the traveling public, particularly against non-members who were not entitled to the button. The general suspension was a surprise to the management. Through intercession of the mayor of Toledo, conferences were held, at



which the proposed agreement was submitted. The company protested its inability to comply with the wage clause of the agreement, together with other conditions asked which were of a monetary character. The wage controversy continued the conferences until the thirteenth day of the suspension, when an agreement upon rates was reached and the general agreement recognizing the organization was signed and work was resumed. The Toledo agreement provides, first, full recognition of the Association and the usual agreement provisions for adjusting future disputes; regulations of employment which contain time and one-half pay for overtime; ten hours as the limit for a service day; runs not to pay less than seven hours; proper lunch time while on duty; seniority in selection of runs; pay from reporting time until relieved; three cents per hour increase in wage to motormen and conductors for the first year of the agreement, with one cent per hour added to each rate for each of the last two years of the agreement; hours of barn men reduced from ten to nine hours, with an increase of fifteen per cent in the service day wage; shop men's hours reduced from ten to eight, with a like increase in the service day wage. A most gratifying feature of the agreement is a provision that provides for two weeks' vacation, with pay, for each employee each year. This situation was directed in the interest of the Amalgamated Association by President W. D. Mahon, and in the interest of the Electrical Workers' Union by Business Agent Orville Myers. An agreement obtained for the Electrical Workers in which they also secured a substantial increase in wages and established an eight-hour service day. President Mahon had associated with him G. E. B. Member Edw. McMorro, Vice-President W. F. Welch and Business Agent John J. Quinlivan of the Toledo Central Labor Union, aside from the co-operation of Business Agent Myers of the Electrical Workers.

Div. No. 699, organized upon the Washington and Old Dominion Railway, declared a condition of lockout to exist April 7 and suspended work. During the organizing of this local certain of the employees of the Washington and Virginia Railway affiliated in membership and this company instituted a lockout. A settlement was reached with the Washington and Old Dominion Railway Company and operation of the road was resumed April 8. The strike settlement provided that matters in difference should be submitted to arbitration. Upon the Washington and Virginia road the employees were not sufficiently organized to become effective in protesting the lockout and the situation upon that system has developed into a continued effort to organize. The interests of the Association were directed by International Treasurer Rezin Orr.

Div. No. 360, Alliance, Ohio, suspended work the morning of Wednesday, April 12.

The membership of the Alliance local is employed upon the Alliance city lines, the Stark county interurban lines and Cleveland, Alliance and Mahoning Valley lines. Prior to Jan. 1, 1916, wages ranged from 17c per hour on the Alliance city lines to scales of from 19c to 26c per hour upon the interurban lines. January 1, the company voluntarily increased the wages one cent per hour to all classes. This was due to the general disrest and increasing cost of living. The employees, however, had looked forward to a better wage rate. Upon application to the International Office, International President W. D. Mahon dispatched G. E. B. Chairman Allen H. Burt to assist the local in preparation and submission of a proposition for a more desirable wage. The arrangement was carried out, but the company refused to yield to any further consideration than the rates established as of Jan. 1. All efforts proving unavailable, suspension of work took effect the morning of April 12. The Alliance Review and Leader, a prominent daily newspaper of Alliance, made a thorough investigation of conditions and issued a plain statement in effect that the company was employing men upon the cars for less than common laborers' wages. The public was immediately interested in behalf of the employees' demands. Conferences were immediately arranged with General Manager F. L. Mowry and, as a result, a settlement was reached and work resumed April 14, after a two days' suspension. The new wage scale provided by the agreement is: Upon the Alliance city lines—For first six months' service men, 22c per hour; second six months, 24c per hour, and to those of one or more years of service, 26c per hour. Upon the Stark interurban lines the wage rates agreed upon were: For first six months' service men, 26c per hour; second six months' service men, 28c per hour, and to those of one or more years of service, 30c per hour. Upon the C. A. & M. V. lines the rates were fixed at 24c per hour for first six months' service men; 26c per hour for the second six months, and to those of one or more years of service, 28c per hour. There is to be paid 25c per day extra to instruction crews and 20c shall be allowed for time making accident reports. This was a most substantial increase in wage. The rate of increase upon the city lines was upwards of 40 per cent, while that upon the interurban lines averaged from 15 to 25 per cent. Of Chairman Burt's appearance and efforts in Alliance in this case, the Alliance Review and Leader had this to say: "His visit to Alliance made him many friends and he has only the highest words of praise for the conduct of the employees. He feels that the employees were fully justified in every demand and was pleased with the settlement. During his stay in Alliance, Mr. Burt made numerous friends, not only among the carmen, but among other citizens."

Div. No. 85, Pittsburgh, Pa., suspended work May 1, as the result of a wage dis-

pute. As time drew near for expiration of the wage agreement existing between Div. No. 85 and the Pittsburgh Railway Company, application was made for a renewal of the agreement, with amended provisions, among which was an application for an increase in wage to 31c per hour for first year service men; 33c per hour for the second year and 38c per hour for those of three or more years of service. The rates prevailing were: 23½c per hour for first six months' service men; 25c per hour for second six months' service men; 26½c to second year service men; 28c per hour for three year service men, and 29c per hour to fourth year service men. Motormen and conductors of four or more years of service received 30c per hour. Upon the Beaver Valley and Washington, Pa., system, which is owned and controlled by the Pittsburgh Railways Company, and the employees of which are members of Div. No. 85, the men received wage rates of 22c per hour for first six months' service men; 22½c for second six months' service men; 23c per hour for the second year; 26c per hour for the third year; 27c per hour for the fourth year, and 28c per hour for those of four or more years of service. Continuous conferences resulted upon a wage proposition which finally led to an ultimatum from the company of a two cents per hour increase in wages to all classes upon all lines. This the organization refused to accept. Immediately upon suspension of work, through the intervention of Mayor Joseph G. Armstrong, conferences were entered looking to a settlement and resulted in reaching an agreement subject to approval by the local, of rates as follows: Upon the Pittsburgh Railways lines, for the first six months' service men, 27c per hour; for the second six months' service men, 29c per hour; for the second year, 31c; third year, 33c; fourth year, 34c, and to those of four or more years of service, 35c per hour. Upon the Washington and Beaver Valley lines the rates thus agreed upon were one cent per hour less for each respective class, ranging from 26c per hour for the first six months' service men to 34c per hour to those of four or more years of service. Upon submission of this wage proposition to the local it was approved and the officers were instructed to sign the agreement and work was resumed in the afternoon of May 2, after a suspension of thirty-nine hours. The rates of increase obtained were from 3½c to 5c per hour upon the Pittsburgh lines and from 4c to 7c per hour upon the Washington and Beaver Valley lines. The aggregate annual increase, as figured in the final conferences, based upon operating expenses of the company, is approximately \$500,000, or an average annual increase in wage of approximately \$160 to each employe. The situation was directed by International Vice-President J. J. Thorpe, who had associated with him Bros. P. J. McGrath, P. J. Ward, R. L. Watson, O. R. Ward and Rudolph Green, all officers of the local, Bro. P. J. Ward being president.

In reference to the recent wage settlement in the interest of the members of Div. No. 85, Pittsburgh, Pa., Hon. Joseph G. Armstrong, mayor of Pittsburgh, in a statement made by him to the public through the Pittsburgh newspapers said:

"It has been brought to my notice that Div. No. 85 of the street car men's organization has balloted to approve the proposition presented to them by their officials and agreed upon by the officials of the Pittsburgh Railways Company. At this time I want to congratulate the officers of Div. No. 85 on the very substantial increase in wages that they have secured for their men."

Mayor Armstrong was a former Pittsburgh glass worker and an active spirit in the organization of his craft and, for that matter, at that time rendered valuable service to the labor movement in general.

The Burnett Immigration Bill, designed to establish the literacy test for immigrants, has now passed the House. This bill provides that:

"All aliens over sixteen years of age, physically capable of reading, who can not read the English language, or some other language or dialect, including Hebrew or Yiddish; Provided, That any admissible alien, or any alien heretofore or hereafter legally admitted, or any citizen of the United States, may bring in or send for his father or grandfather over fifty-five years of age, his wife, his mother, his grandmother, or his unmarried or widowed daughter, if otherwise admissible, whether such relative can read or not, and such relative shall be permitted to enter. That for the purpose of ascertaining whether aliens can read, the immigrant inspectors shall be furnished with slips of uniform size, prepared under the direction of the Secretary of Labor, each containing not less than thirty nor more than forty words in ordinary use, printed in plainly legible type in some one of the various languages or dialects of immigrants. Each alien may designate the particular language or dialect in which he desires the examination to be made, and shall be required to read the words printed on the slip in such language or dialect."

"That the following classes of persons shall be exempt from the operation of the illiteracy test, to wit: All aliens who shall prove to the satisfaction of the proper immigration officer or to the Secretary of Labor, that they are seeking admission to the United States to avoid religious persecution in the country of their last permanent residence, whether such persecution be evidenced by overt acts or by laws or by governmental regulations that discriminate against the alien or the race to which he belongs because of his religious faith. Provided, That nothing in this act shall exclude, if otherwise admissible, persons convicted, or who admit the commission, or who teach and advocate the commission, of an offense purely political."

The law is being bitterly opposed by employers' associations and transportation companies.



# STATEMENT OF AMALGAMATED ASSOCIATION HATTERS RELIEF FUND.

To the Officers and Members of the Amalgamated Association of Street and Electric Railway Employees of America:

Dear Sirs and Brothers:—

The following is a complete statement of all donations received to date from Local Divisions and International Officers for the relief of the Danbury Hatters. As shown in the closing statement the amount received at the General Office has been forwarded to Secretary Frank Morrison of the American Federation of Labor. Whatever may be received after this date (April 21) will be published in supplement statements as received. The statement as it at present stands is:

Div. 19	Colorado Springs, Colo.	\$ 21.47
Div. 22	Worcester, Mass.	285.00
Div. 26	Detroit, Mich.	455.02
Div. 78	Galveston, Texas	10.25
Div. 85	Pittsburgh, Pa.	750.00
Div. 89	New Castle, Pa.	28.80
Div. 90	Mt. Clemens, Mich.	47.70
Div. 99	Winnipeg, Man.	200.00
Div. 101	Vancouver, B. C.	100.00
Div. 103	Wheeling, W. Va.	75.00
Div. 107	Hamilton, Ont.	5.00
Div. 109	Victoria, B. C.	43.75
Div. 111	Ypsilanti, Mich.	56.25
Div. 114	Youngstown, Ohio	17.60
Div. 118	Pottsville, Pa.	16.78
Div. 125	Bellefonte, Ill.	107.04
Div. 128	Asheville, N. C.	20.00
Div. 132	Troy, N. Y.	120.00
Div. 148	Albany, N. Y.	123.20
Div. 163	Meriden, Conn.	25.00
Div. 165	Girardville, Pa.	12.50
Div. 168	Stanton, Pa.	100.00
Div. 169	Easton, Pa.	46.83
Div. 176	Sharon, Pa.	18.00
Div. 184	Williamsport, Pa.	3.25
Div. 192	Oakland, Cal.	318.20
Div. 194	New Orleans, La.	200.00
Div. 197	Meadville, Pa.	10.00
Div. 199	Ottumwa, Iowa	17.20
Div. 215	Wheaton, Ill.	112.00
Div. 223	Butler, Pa.	11.00
Div. 228	Joliet, Ill.	86.78
Div. 238	Alton, Ill.	15.00
Div. 238	Lynn, Mass.	97.56
Div. 240	Chelsea, Mass.	166.00
Div. 241	Chicago, Ill.	2874.56
Div. 242	Montpelier, Vt.	10.00
Div. 243	Taunton, Mass.	43.18
Div. 246	Salem, Mass.	78.00
Div. 249	Reading, Mass.	3.85
Div. 253	Quincy, Mass.	100.00
Div. 256	Sacramento, Cal.	50.00
Div. 261	Lawrence, Mass.	57.75
Div. 262	Norwich, Conn.	29.37
Div. 268	Cleveland, Ohio	699.40
Div. 269	Danbury, Conn.	18.20
Div. 270	Gloucester, Mass.	12.25
Div. 272	Youngstown, Ohio	89.50
Div. 280	Lowell, Mass.	103.32
Div. 281	New Haven, Conn.	80.10
Div. 282	Rochester, N. Y.	288.00
Div. 284	Nashua, N. H.	12.60
Div. 285	Steubenville, Ohio	18.01
Div. 293	Marion, Ill.	5.00
Div. 302	Marinette, Wis.	8.00
Div. 304	Glens Falls, N. Y.	30.80
Div. 308	Chicago, Ill.	507.37
Div. 312	Davenport, Iowa	58.00
Div. 313	Rock Island, Ill.	49.75
Div. 333	Battle Creek, Mich.	14.75
Div. 334	Boone, Iowa	3.60
Div. 343	Kalamazoo, Mich.	26.75
Div. 373	Hyde Park, Mass.	36.90
Div. 379	Niles, Ohio	16.75
Div. 380	Elvira, Ohio	39.42
Div. 382	Salt Lake City, Utah	149.45
Div. 388	Newburgh, N. Y.	10.35
Div. 389	Mansfield, Ohio	12.00
Div. 416	Peoria, Ill.	74.75

Div. 418	Ogden, Utah	25.45
Div. 425	Hartford, Conn.	160.00
Div. 430	Mauch Chunk, Pa.	5.25
Div. 433	Lansford, Pa.	15.50
Div. 441	Des Moines, Iowa	175.50
Div. 443	Stamford, Conn.	15.00
Div. 448	Springfield, Mass.	210.00
Div. 452	Thompsonville, Conn.	20.00
Div. 459	Bridgeport, Conn.	75.00
Div. 470	Franklin, Pa.	17.75
Div. 476	Norwalk, Conn.	9.32
Div. 477	Philadelphia, Pa.	49.00
Div. 479	Middletown, Conn.	15.00
Div. 481	Port Chester, N. Y.	24.01
Div. 482	New London, Conn.	10.00
Div. 490	Yonkers, N. Y.	68.67
Div. 497	Pittsburgh, Kansas	39.02
Div. 498	Mt. Vernon and New Rochelle N. Y.	55.40
Div. 503	Haverhill, Mass.	58.50
Div. 508	Halifax, N. S.	15.25
Div. 516	Middletown, N. Y.	7.50
Div. 518	San Francisco, Cal.	113.40
Div. 519	La Crosse, Wis.	16.25
Div. 537	Holyoke, Mass.	58.75
Div. 540	Trenton, N. J.	88.00
Div. 543	Columbus, Ohio	5.50
Div. 545	Missoula, Mont.	6.00
Div. 549	Northampton, Mass.	12.36
Div. 551	Lowell, Mass.	22.50
Div. 558	Shreveport, La.	22.00
Div. 560	Saratoga Springs, N. Y.	6.80
Div. 563	Lansing, Mich.	22.00
Div. 564	Trenton, N. J.	24.57
Div. 568	Erie, Pa.	39.45
Div. 570	Waterburg, Conn.	25.25
Div. 572	Frostburg, Md.	8.25
Div. 576	Schenectady, N. Y.	91.50
Div. 580	Syracuse, N. Y.	103.95
Div. 582	Utica, N. Y.	142.25
Div. 589	Boston, Mass.	2000.00
Div. 590	Columbia, S. C.	21.73
Div. 591	Hull, Quebec	13.25
Div. 592	Fredonia, N. Y.	24.00
Div. 600	Waltham, Mass.	100.00
Div. 603	Sheridan, Wyo.	5.00
Div. 610	Charleston, S. C.	21.25
Div. 615	Saskatoon, Sask.	10.10
Div. 618	Providence, R. I.	587.25
Div. 620	Framingham, Mass.	48.67
Div. 622	Peterboro, Ont.	6.50
Div. 623	Buffalo, N. Y.	386.80
Div. 627	Cincinnati, Ohio	200.00
Div. 634	Cincinnati, Ohio	16.75
Div. 638	Cedar Rapids, Iowa	30.50
Div. 639	Lexington, Ky.	10.00
Div. 641	Shamokin, Pa.	10.75
Div. 651	Billings, Mont.	4.00
Div. 654	Hubbard, Ohio	17.00
Div. 657	Charleroi, Pa.	8.25
Div. 660	Centralia, Ill.	6.25
Div. 662	Pueblo, Colo.	29.10
Div. 664	Great Falls, Mont.	8.40
Div. 669	Auburn, N. Y.	37.18
Div. 673	New Bedford, Mass.	10.50
Div. 674	Fort Smith, Ark.	8.50
Div. 678	Mars, Pa.	10.80
Div. 679	Du Bois, Pa.	4.62
Div. 681	Oswego, N. Y.	8.66
Div. 685	Brantford, Ont.	3.50
	Members at large	3.25
	International officers	75.00

Total \$14,381.76  
 Amounts forwarded by checks to Frank Morrison, Secretary American Federation of Labor:  
 Feb. 25, 1916. \$ 6,500.00  
 March 23, 1916. 5,000.00  
 April 20, 1916. 2,762.36  
 April 21, 1916. 113.40

\$14,381.76

Fraternally yours,  
 W. D. MAHON,  
 International President.

A well-employed and prosperous community can buy and consume. An ill-employed community cannot buy and consume. This is the solution of the whole matter; and the whole science of political economy has not one truth of half so much importance as this.—Daniel Webster.

Disbursements from the Death and Disability Fund during the month of March, 1916, were made to beneficiaries on death and disability claims as follows:

**Death Benefits.**

Mrs. Margaret Smith, beneficiary, death claim of William H. Smith, deceased, late member of Div. No. 241, Chicago, Ill.; cause, organic heart disease. . . . .	\$800.00
Mrs. Joe Eliotto, beneficiary, death claim of Joe Eliotto, deceased, late member of Div. No. 308, Chicago, Ill.; cause, asphyxiation, due to inhaling illuminating gas, accidental. . . . .	600.00
Mrs. Mary Delahant, beneficiary, death claim of Patrick Delahant, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis. . . . .	800.00
Fred Golding, financial secretary of Div. No. 279, for funeral and tombstone expenses, death claim of Daniel Kennedy, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, tuberculosis. . . . .	375.75
William H. Baker, administrator of estate for beneficiary, death claim of J. H. Baker, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause cerebral hemorrhage. . . . .	800.00
Mrs. Christ Hay, beneficiary, death claim of Christ Hay, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, cancer of the stomach. . . . .	600.00
Mrs. Alex. G. Hume, beneficiary, death claim of Alex. G. Hume, deceased, late member of Div. No. 113, Toronto, Ont.; cause, appendicitis. . . . .	800.00
Mrs. Elizabeth Nyren, beneficiary, death claim of Charles Nyren, deceased, late member of Div. No. 241, Chicago, Ill.; cause, erysipelas and meningitis. . . . .	800.00
Mrs. Ethel Ramsey, beneficiary, death claim of Earl Ramsey, deceased, late member of Div. No. 645, Indianapolis, Ind.; cause, peritonitis. . . . .	150.00
Mrs. Mary Eldridge, beneficiary, death claim of Willard C. Eldridge, deceased, late member of Div. No. 241, Chicago, Ill.; cause, senility, myocarditis and gangrene of foot. . . . .	100.00
Mrs. Sarah R. Lawler, beneficiary, death claim of William T. Lawler, deceased, late member of Div. No. 241, Chicago, Ill.; cause, ischio-rectal abscess. . . . .	800.00
Maurice J. Whelan, financial secretary of Div. No. 148, for Edward Mc Nerney, guardian of minor children, beneficiaries, death claim of Michael Mc Nerney, deceased, late member of Div. No. 148, Albany, N. Y.; cause, constipation. . . . .	250.00
M. J. Hennessey, financial secretary of Div. No. 448, for beneficiary, death claim of David J. Twohig, deceased, late member of Div. No. 448, Springfield, Mass.; cause, Bright's Disease. . . . .	800.00
Mrs. Clara Yochem, beneficiary, death claim of George Yochem, deceased, late member of Div. No. 241, Chicago, Ill.; cause, tumor of brain—operation. . . . .	600.00
Mrs. Jane Fitzpatrick, beneficiary, death claim of Jeremiah Fitzpatrick, deceased, late member of Div. No. 241, Chicago, Ill.; cause, dilation of heart and nephritis. . . . .	800.00
Mrs. Bertha P. Scheetz, beneficiary, death claim of August Kern, deceased, late member of Div. No. 477, Philadelphia, Pa.; cause, valvular disease of heart. . . . .	600.00
Mrs. Mary A. Brothers, beneficiary, death claim of William Brothers, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, gangrene of right foot. . . . .	150.00
Mrs. Nellie Middlekamp, beneficiary, death claim of Fred Middlekamp, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, pulmonary tuberculosis. . . . .	150.00
Mrs. Mary Munrath, beneficiary, death claim of E. Munrath, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, gastric carcinoma and exhaustion. . . . .	150.00
George Ross and Thomas Ross, beneficiaries, death claim of Robert Ross, deceased, late member of Div. No. 241, Chicago, Ill.; cause, hemorrhage and carcinoma. . . . .	800.00
Mrs. William F. Maguire, beneficiary, death claim of William F. Maguire, deceased, late member of Div. No. 589, Boston, Mass.; cause, acute oedema of brain and lung. . . . .	250.00
Charles N. Ross, financial secretary of Div. No. 589, for administrator of estate for beneficiaries, death claim of Patrick W. Burke, deceased, late member of Div. No. 589, Boston, Mass.; cause, acute dilation of the heart. . . . .	250.00
Mrs. Sarah Rowley, beneficiary, death claim of Arthur Joseph Edward Rowley, deceased, late member of Div. No. 589, Boston, Mass.; cause, acute dilation of the heart. . . . .	250.00
Mary A. Hopkins, beneficiary, death claim of John J. Hopkins, deceased, late member of Div. No. 589, Boston, Mass.; cause, cirrhosis of liver. . . . .	250.00
Mrs. Coleman Feeney, beneficiary, death claim of Coleman Feeney, deceased, late member of Div. No. 589, Boston, Mass.; cause, pneumonia and rapid tuberculosis. . . . .	100.00
C. A. Cummins, financial secretary of Div. No. 628, for funeral expenses, death claim of J. L. Thomas, deceased, late member of Div. No. 628, Covington, Ky.; cause, organic heart trouble. . . . .	150.00
Mary Fitzgerald and Helen Fitzgerald, beneficiaries, death claim of James Fitzgerald, deceased, late member of Div. No. 241, Chicago, Ill.; cause, acute labor pneumonia, following operation for appendicitis and cardiac insufficiency. . . . .	800.00
Charlotte Barton Judd, beneficiary, death claim of Robert J. Judd, deceased, late member of Div. No. 448, Springfield, Mass.; cause, gastric ulcer. . . . .	250.00
Mrs. Catherine Kelly, administratrix of estate for beneficiaries, death claim of James Fahey, deceased, late member of Div. No. 241, Chicago, Ill.; cause, gas asphyxiation, accidental. . . . .	800.00
Chris. Daniels, financial secretary of Div. No. 618, for funeral expenses, death claim of Ernest E. Fuller, deceased, late member of Div. No. 618, Providence, R. I.; cause, suicide. . . . .	150.00
Mrs. E. M. Roberts, beneficiary, death claim of Edgar Miles Roberts, deceased, late member of Div. No. 618, Providence, R. I.; cause, grippal poisoning with sepsis from abscess. . . . .	150.00
Mrs. James Harvey King, beneficiary, death claim of James Harvey King, deceased, late member of Div. No. 103, Wheeling, West Va.; cause, accident on grade crossing, being struck on C. & P. railroad tracks. . . . .	100.00
Mrs. Frank Sterla, beneficiary, death claim of Frank Sterla, deceased, late member of Div. No. 108, Wheeling, West Va.; cause, pulmonary tuberculosis. . . . .	500.00
W. H. Norman, financial secretary of Div. No. 588, for funeral expenses, death claim of Edward Bennett, deceased, late member of Div. No. 588, Regina, Sask.; cause, obstruction of bowels. . . . .	100.00
Mrs. Annie Waters, beneficiary, death claim of F. Waters, deceased, late member of Div. No. 308, Chicago, Ill.; cause, chronic multiple duodenal ulcer. . . . .	600.00
Mrs. J. T. Donahay, beneficiary, death claim of J. T. Donahay, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, apoplexy. . . . .	800.00
Agnes Hannon, beneficiary, death claim of Michael Hannon (Hammon), deceased, late member of Div. No. 168, Scranton, Pa.; cause, infection of knee. . . . .	800.00
Mary Jane Carmichael, beneficiary, death claim of Jno. A. Carmichael, deceased, late member of Div. No. 113, Toronto, Ont.; cause, consumption. . . . .	250.00

Daisy M. Hanson, beneficiary, death claim of Carl D. Hanson, deceased, late member of Div. No. 611, Kankakee, Ill.; cause, organic heart disease	100.00
Mrs. Elsie Munch, beneficiary, death claim of Willard E. Munch, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis	100.00
Mrs. Catherine Kotaski, beneficiary, death claim of Robert E. Kotaski (Ed. Katasky), deceased, late member of Div. No. 148, Albany, N. Y.; cause laryngeal tuberculosis	600.00
Mrs. Robert L. Robertson, beneficiary, death claim of Robert L. Robertson, deceased, late member of Div. No. 26, Detroit, Mich.; cause, abscess of the brain	800.00
W. S. McClenathan, secretary-treasurer of Div. No. 308, for beneficiaries, death claim of Wm. A. Fick, deceased, late member of Div. No. 308, Chicago, Ill.; cause, tuberculosis of the lung	500.00
Mrs. John T. Curran, beneficiary, death claim of William E. Curran, deceased, late member of Div. No. 249, Reading, Mass.; cause, catarrhal pneumonia and la grippe	100.00
Mrs. Mary Farrell, beneficiary, death claim of Joseph Bramley, deceased, late member of Div. No. 540, Trenton, N. J.; cause, acute dilation of heart	150.00
Mrs. John Weaver, beneficiary, death claim of John S. Weaver, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, nephritis	800.00
Mrs. Hamilton Huey, beneficiary, death claim of Hamilton Huey, deceased, late member of Div. No. 86, Pittsburgh, Pa.; cause, pneumonia	800.00
Mary Ellen Malone, beneficiary, death claim of Thomas Malone, deceased, late member of Div. No. 589, Boston, Mass.; cause, operation on hip and military tuberculosis	250.00
Annie Hiltz, beneficiary, death claim of Joshua Hiltz, deceased, late member of Div. No. 589, Boston, Mass.; cause, intestinal obstruction	250.00
Mrs. Collin Ellis, beneficiary, death claim of Rupert J. Ellis, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis	250.00
Fred Telschow, trustee of estate for minor children, beneficiaries, death claim of G. Gustafson, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, kidney trouble	150.00
L. F. Laytham, president and business agent of Div. No. 192, for funeral expenses, death claim of Arthur A. Miller, deceased, late member of Div. No. 192, Oakland, Cal.; cause, accident—shock following crushing and amputation of right leg from falling under a moving car	100.00
Mrs. Mary Lynch, beneficiary, death claim of Thomas Lynch, deceased, late member of Div. No. 148, Albany, N. Y.; cause, tuberculosis of the lungs	800.00
Mrs. Frank L. Vickery, beneficiary, death claim of Frank L. Vickery, deceased, late member of Div. No. 26, Detroit, Mich.; cause, tuberculosis of the rectum	100.00
<b>Disability Benefit.</b>	
S. Stanley, member of Div. No. 212, Burlington, Iowa; cause, ankylosis of the left hip joint due to injury sustained while at work	800.00
Total	\$24,125.75

## IN MEMORIAM.

## By Div. No. 192, Oakland, Cal.

Whereas, God in His infinite love has taken suddenly from our ranks Brothers A. L. Van Sant and Arthur A. Miller, and

Whereas, In life our late brothers were devoted members of our Association, genial as-

sociates, devoted to duty as employees and good citizens, sincerely appreciated by their fellow workmen, and whose lives might well be emulated; therefore, be it

Resolved, That we, the members of Div. No. 192, A. A. of S. & E. R. E. of A., extend to the families of the deceased the sincere sympathy of the members of this Division and humbly commend them to the counsel of the Heavenly Father in whose keeping is the haven of safety from earthly trials. Be it

Resolved, That as a mark of respect for our departed brothers our charter be draped for a period of thirty days; that copies of these resolutions be transmitted to the bereaved families; that they be entered upon the records of this Division, and that they be published in our official journal.

L. LEBOWSKY,  
W. J. PULLINS,  
W. D. BELL,  
Committee on Resolutions.

April 14, 1916.

## By Division No. 537, Holyoke, Mass.

Whereas, God in infinite love and Divine justice has stretched forth His mighty arm and taken suddenly from the ranks of Div. No. 537 our beloved brother, James J. Brown, who in life was a true and faithful comrade ever found on the side of his fellow workmen.

Whereas, While we realize that the bereaved ones have been called upon to endure grief and sadness until their cups are filled to overflowing and realizing as we do our heart's feelings, we humbly commend them to the counsel of the Father of Love in whose keeping is the haven of refuge from earthly trials and tribulations. Therefore, be it

Resolved, That we the officers and members of Div. No. 537 of the A. A. of S. and E. R. E. of A. extend to the family of our late brother a copy of these resolutions, that they may know of the high esteem with which he was held by his fellowmen. Be it further

Resolved, That our charter be draped for a period of thirty days; that a copy of these resolutions be spread upon the minutes of this Division, and they be published in the Motorman and Conductor, and the Artisan.

GEORGE BOUDREAU,  
THOMAS WEIR,  
WILLIAM BURKE,  
Committee on Resolutions.

April 17, 1916.

## By Div. No. 240, Chelsea, Mass.

Whereas, It has pleased the Divine Ruler to enter our ranks and remove from us our beloved and respected brothers, Peter C. Hannigan and David Burnside, the former closely united as a brother for the past fourteen years and as an employee twenty-seven years, at all times honest and upright, and the latter, though with us but a short time, yet amiable and of high character, both of whom won the love and respect of their fellow workmen. Therefore, be it

Resolved, That we, the members of Div. No. 240, A. A. of S. & E. R. E. of A., tender to the respective wives and families of our departed brothers our sincere sympathy and commend them for consolation to that God who doeth all things for the best.

Resolved, That our charter be draped for a period of thirty days; that these resolution be entered upon our records; that a copy be transmitted each to the respective families and published in our official journal.

Attest: JOS. J. WALSH,  
Cor. Secretary.

March 16, 1916.

## By Div. No. 477, Philadelphia, Pa.

Whereas, Almighty God, in His infinite love, has taken suddenly from our ranks Bro. August Kern, a true friend as well as a loyal and active member of Div. 477. Therefore, be it

Resolved, That we extend to the family of our late brother the heartfelt sympathy of this Division as we submit to the will of the Divine Master; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family of our deceased brother; also that a copy be sent to the Motorman and Conductor for publication and that a copy be spread on the minutes of our meeting; and also be it

Resolved, That the charter of our Division be draped in mourning for one month.

Attest:

HARRY F. FLYNN,  
President and Secretary.  
ELLS A. MORGAN,  
Treasurer.

Feb. 8th, 1916.

**By Div. No. 164, Wilkes-Barre, Pa.**

Whereas, It has pleased Almighty God in his infinite wisdom and power to take from us and unto Himself our respected and beloved brother and co-worker, James J. Boyce, and as we humbly bow to His will, we sincerely mourn his loss as an upright citizen, his wife and family a faithful husband and father. Therefore, be it further

Resolved, That this tribute be spread upon the minutes of the first regular meeting, also that a copy be published in the Motorman & Conductor, and a copy be forwarded to the family of our deceased brother.

CHAS. D. VOSE,  
ALBERT K. AYERS,  
FRED A. FRITZ,  
Committee.

THOS. H. HATCH,  
Secretary.

March 30.

**By Div. No. 215, Wheaton, Ill.**

WHEREAS, Divine Providence has removed from us our beloved brother, Patrick Leonard, who was a member of this Association for many years and who served this Division in the capacity of Executive Board Member some time ago, and who was always known as a loyal and conscientious worker for the trade union movement, and

WHEREAS, Brother Leonard's death was a severe shock to the membership of the Local Division and the people of his community, his illness being only a week's duration:

RESOLVED, That we, the members of Div. No. 215, extend sympathy to the bereaved family and relatives and a copy of these resolutions be sent to the official journal and to the sorrowing family and spread upon the minutes of the meeting and the charter draped for a period of thirty days.

WM. FRAZER,  
P. HAMMOND,  
Committee.

May 3, 1916.

**By Div. No. 470, Oil City, Pa.**

Whereas, We bow in humble submission to the will of our Heavenly Father, realizing that He is our Supreme Ruler and that all things done by Him are done well; and

Whereas, We mourn the loss of a faithful friend and brother, we believe it to be the will of God to remove from among us Bro. J. Wesley Cook.

Whereas, Bro. Cook was a loyal member of Div. No. 470, always ready and willing to do his part in the workings of the organization. Therefore, be it

Resolved, That we, the members of Div. No. 470 of the A. A. of S. & E. R. E. of A., in regular meeting here assembled, do extend to the bereaved wife and children our heartfelt sympathy and such consolation as lies in our power in the loss of husband and father.

Resolved, That our charter be draped for thirty days, that these resolutions be spread upon the minutes of this meeting, a copy sent to the bereaved family and published in the M. and C.

F. D. HARRIGER,  
F. E. PATCHEN,  
S. B. SPEER,  
Committee.

Attest: O. O. ZIEGLER,  
Secretary, Div. 470.  
Oil City, Pa., March 24, 1916.

**By Div. No. 103, Wheeling, W. Va.**

Whereas, The members of Div. No. 103, A. A. of S. & E. R. E. of A., have been called to mourn the loss of their true and loyal brother, Frank L. Sterila, who was a faithful member of Div. No. 103; and,

Whereas, Our deceased brother was an efficient workman whose pleasing personality and kindly words endeared him to all with whom he came in contact; therefore, be it

Resolved, That we extend our heartfelt sympathy to the bereaved wife and children, enter this resolution on the minutes of our Division and also cause them to be published in the Motorman and Conductor.

H. J. CARROLL,  
M. L. TUSTIN,  
F. P. MCGINNIS,  
Committee.

March 3.

Whereas, The members of Div. No. 103, A. A. of S. & E. R. E. of A., have been called to mourn the loss of their true and loyal brother, Jas. H. King, who served the organization long and faithfully, who has been a faithful member whose life endeared him to all with whom he came in contact; therefore, be it

Resolved, That we extend our heartfelt sympathy to the bereaved wife and children, spread this resolution on the minutes of our Division and also cause them to be published in the Motorman and Conductor.

E. D. KENNON,  
W. L. WESTHAVER,  
E. E. CARLISLE,  
Committee on Resolutions.

March 3, 1916.

**By Div. No. 235, Brockton, Mass.**

Whereas, God with His never-failing hand has seen fit to remove from our midst our long-suffering brother, Cornelius J. Sullivan, one whose suffering has extended over a long period.

Whereas, We bow our heads in humble submission to the workings of the Mighty Commander, we extend to the dear ones left behind our sincere sympathy, that rays of cheer may light their way. Be it

Resolved, That the charter of this Local Division 235 be draped for 30 days; that these resolutions shall be published in our official journal the Motorman and Conductor, and spread upon the records of Div. 235, and that a copy shall be sent to the late brother's family.

P. F. SHEEHAN,  
E. W. HAYWARD,  
J. C. MACOMBER,  
CHAS. E. PLACE,  
F. H. WILSON,  
Committee.

March 13th, 1916.

Whereas, The Almighty God has drawn to His bosom our late brother, Roy S. Quindley, his soul to remain in immortal realm to enjoy the blessings and peace that have been so long denied him upon this earth.

Whereas, Knowing full well that only time and cheerful thoughts can ever fill the abyss wrought in the hearts of the dear ones left behind, yet we desire to give these dear ones our heartfelt sympathy, that they may gain courage that the futures faith may assume a brighter star to guide them on. Therefore, be it

Resolved, That the charter of this local, Division 235, shall be draped for a period of thirty (30) days, that a copy of these resolutions shall be sent to the family of the late brother, and that a copy shall be sent to our official journal, the Motorman and Conductor, and spread upon the records of this local, Division 235.

P. F. SHEEHAN,  
E. W. HAYWARD,  
J. C. MACOMBER,  
H. S. ALLEN,  
JOHN D. ASHE,  
Committee.

March 18th, 1916.



# Edited by Local Division Correspondents



Football team of Div. No. 113, Toronto, Ont., winners of the Union Charity Cup and medals in a series of benefit competition games. The team is from the King Street E. membership of the Toronto local. Picture supplied through courtesy of Bro. A. D. McNaughton, Secretary of the Club.

## CAPTURES SAFETY FIRST PRIZE.

**Providence, R. I.**—The members of Division No. 618 are very much pleased at the success of Bro. George J. Loftus of this Division, who, be sent to the bereaved family of our decontest, was awarded first prize, \$25.00. He deserves great credit for his success among so many contestants. Accept our sincere congratulations, George.

The six-hour guarantee given us by the Board of Arbitration has at last been ratified by the membership, and while it might be some better, I trust that our members will realize that a half loaf is better than no bread at all, and that when the opportunity arrives we will have something to say along the line of bettering the situation.

The sooner our members realize that there are always two sides to every question, and that there is always a stepping off point, the sooner will there be a better feeling among the membership. Get together, boys, and make the best of what we have got and gather your forces for the future. Be extremely careful of the fellow that starts an argument in the lobby, then makes himself very conspicuous by his silence and drinks in your every word for the purpose of carrying it to the people who are paying him for his work. Keep your own counsel. If you are in doubt, come to headquarters with your troubles or to the meetings of your Division instead of divulging your business to the hirelings of your employers.

Just a word about the union card: While we have not received many complaints regarding this matter from our sister locals, there should be none at all. When you enter a barber shop, look for the union card, and if you do not see it, ask for it. If it is not there, walk out. That is not only your privilege but it is a duty that you owe to your fellow unionists. Also touch up your retail clerks for their cards. The labor forward movement is on and it is our duty to boost. Every man or woman added to the ranks of organized labor makes your position in the labor world that much stronger.

Don't forget registration. Don't wait until the last day. "Do it now." Get among your friends and have them all register. Make your power felt on election day. If you do what you are pledged to do this year, the powers that think they be will be looking for you next year, and then we may be able to get some justice in the Marble Palace on the Hill.

Don't forget, boys, that our International Convention is only a little over a year away and that we have a big job ahead of us. Let us get together on this matter. Make the visit of the delegates to our state in 1917 an event that will be long remembered by them.

C. D.

## LET UNION SPIRIT COME FIRST.

**New London, Conn.**—Wage agreement renewal time is close at hand with us. We know the contents of our proposed agreement. It has been shaped and reshaped until we are fully familiar with what is to be submitted. It is now up to us, brothers, to lend a helping hand to our side of the issue.

Union spirit should stand first at this time. Let's abandon our clubs and get into the harness without malice. Let's get to our meetings and show that we are specially interested in getting the best bargain through negotiations this year that we have ever obtained. Don't you think that is the way to do? It isn't a wise thing to hire men to do a piece of work for us and then assist those who are opposed to us in making the work most difficult for the men we have engaged to do it. That isn't good sense. Our interest lies in exerting ourselves in assisting those who represent us, not to assist the other fellow to defeat us. Get to the meetings.

Brother Perkins of the East Lynne Division is now married. Everything looks cozy with

Brother and Mrs. Perkins and let us trust that it will so continue through life.

Brothers Wm. McDougall and A. Swarin are in the harness. Let us trust that their efforts will result in benefit to Div. No. 482 and her membership. Let us show them that they can depend upon us in the announcement that they represent us.

Brother Wm. Cowles of the East Lynne Division has entered double life with an estimable young lady. They have the best wishes of Div. No. 482 for the success of the long journey they are entering upon. 482.

## RECEIVE TWO CENTS INCREASE.

**Butler, Pa.**—Div. No. 223 is still in the race with every member pushing strong. Following are the members filling the various offices this year: President, W. J. Smith; vice-president, S. W. McGee; financial and recording secretary, E. W. Proffitt; treasurer, S. D. Campbell; executive board, F. G. Canan, J. A. Miller, A. B. McDowell and W. B. Gravatt; correspondent, W. B. Gravatt.

With the able assistance of G. E. B. member, Jos. C. Colgan, we reached an agreement with the P. and B. Ry. Co., gaining some valuable concessions and forced to relinquish some. Our wage rate is increased two (2) cents per hour for all men with an additional four (4) cents per hour for overtime. Because of the increased demand for service during the morning and evening we were forced to concede the employing company the right to operate swing runs, the same to pay no less than eight (8) hours, consisting of two turns. All trippers are now based on the one and one-half hour minimum, with platform time after one and one-half hours per trip for all other trips.

We see new faces in our ranks. Bros. A. B. Fine, S. E. Williams, L. T. Fehl, C. M. Claypoole and F. F. Johnston have left our ranks.

We all welcome back Bro. O. E. Stopp. Some difference between an early straight and bucking the list. How about it, Oscar?

Bro. "Cutey" Keown has embarked on the sea of matrimony. "May all their troubles be little ones." Best wishes.

We received cigars from Bro. Frank Hamilton on his big boy. Congratulations.

The Lyndora loop is a big improvement. The Superintendent recently complimented Bro. McClymonds for being able to haul 68 passengers on a 24-passenger car.

Bro. Gravatt is so fond of the reduction in time of the morning trips that he signs for one every morning. "Gravy."

## M. &amp; R. DIV. MEN WEARING UNION BUTTON.

**Hartford, Conn.**—In the recent death of Bro. Arthur Jaquith, Div. No. 425 has lost one of its most popular members. To the sorrowing family we extend sincere sympathy.

Bro. Claudius Gibson, although very bashful, is boasting of the advent of a 10-pound boy in his family. Congratulations.

Every man on the Manchester and Rockville Division of our system is wearing the union button—something worth while to announce.

Foreman Thomas Mahan is at Atlantic City for his health.

Brother George Ashmore is sporting new overalls on the work car.

Brother Simon Miskell is enjoying his new pay-as-you-enter car on the West Hartford line.

Brother Charles Andrews while playing ball proves a drawing card through indulging in vaudeville between innings.

Brother James Hunt has returned from Philadelphia, where he saw a few exhibition games.

Brother Farnham has a girl on the Sisson Ave. line.

Brother Martin Quinn is again in the hospital, where we are hopeful of his rapid improvement.

Isn't it advisable to keep your business to yourself and not be spreading it with a shovel? COR.

## ACCIDENTS FEW.

**Worcester, Mass.**—Div. No. 22 is experiencing a revival in attendance at meetings which is quite gratifying. Let's keep it up and when possible bring another brother with us and get them in the habit.

The year 1915 was a good one for us. Spare men got plenty of work and the number of accidents were few. Let's make 1916 better. Some credit must be given to the P. A. Y. E. type of cars that have been in use here in the matter of reducing accidents. These cars are rapidly chasing the running-boards out of existence. Two-thirds of our cars are now the semi-convertible type.

Ten of our conductors recently defeated a team of motormen of the same number in the last basketball game of the season. The stake was suppers at the Bay State Hotel. A good time was had and no one failed to show up at the eats.

Barn No. 1 seems to be a Mecca for Leap Year aspirants. Brothers Wall, Broderick and Spencer recently became benedicts. The two Johns are fortunate that it was Leap Year. It is reported that Brother Fred Young has also been approached.

Brother Wm. Shea attained a reputation as a basketball referee during the season just past.

Brother McKenzie is on the Air Line again. His motorman, Brother St. Davis, continues chewing matches.

Brothers Farrar and Reardon are contemplating the purchase of residences at Northboro.

Brother McKenna, according to Brothers Cannon and Bailey, is foregoing the use of plug tobacco.

Brothers Pat Shea and Dan Sullivan refuse to be separated. They are a jovial pair.

Brothers Henry McIntyre and John Flagg are so popular that it is reported that the girls on the Greendale line take their sewing on the cars with them.

Our former transfer system required all passengers to ride to City Hall Square to be transferred. It made a very busy point. The company now has made it a rule to transfer passengers at the nearest connecting point, which gives the patrons quicker service and relieves the congestion at City Hall. Every transfer has a route number, and on the reverse side appear the conditions under which the passengers accept it, together with a copy of the state law providing a penalty of \$50 or imprisonment not to exceed thirty days for abuse of the transfer privileges.

DIV. 22.

## PLEASED WITH ARBITRATION DECISION.

**Lawrence, Mass.**—The members of Div. No. 261 are much pleased with the decision of the board of arbitration in the case of Brother Martin of the Woburn local. It was handled in the interest of the Woburn local by International Vice-President P. J. O'Brien, of Springfield.

Our members were well entertained at the Y. M. C. A. Wednesday evening, April 5, where honors were divided between the Blues and the Reds. The Blues landed five out of seven prizes. Our tug-of-war was a feature, with Brother Sam Dowding as end man for the Blues and Brother Ed. Barrett for the Reds. When Brother Dowding with his 300 avoirdupois entered the swimming pool, the rise in water resembled a spring freshet.

Our local attended the funeral of Brother Arthur Curran of Lowell, April 11. Brother Curran was our general instructor and won the respect and affection of our membership.

The months of January, February and March were marked by much sickness in our ranks and we paid during those months \$636.50 in benefits.

We recently held a prize drawing of a suit of clothes on which we cleared \$266.40. With this our balance in the sick fund is now

April 1 audit showed that there was a balance on hand in our treasury of \$535.91.

Brother McCabb won the \$5 gold piece for selling the largest number of tickets for our suit drawing. He sold 576 tickets.

Members reported at work as recovering from the sick list, are: Brothers G. W. Martin, H. Bates, J. Wheatley, J. Whitmore, T. Hannagan, J. Hennessey and Richard Hart. Those yet on the sick list are: Brothers P. Kenney, A. Lake, E. Dawson, W. Tilton and James Clark. Brother Clark is confined at the State Hospital at North Wellington, Mass., with throat trouble.

Our president is neglecting his chicken farm on account of grievance and committee work.

A committee has been appointed to arrange for our annual social entertainment to take place in the near future. C. G. S.

## SPRINGTIME AN ASSET.

**Ft. Wayne, Ind.**—Springtime is here and it is proving a valuable asset to Div. No. 682. It makes the auto service more congenial to those who are sustaining our protest against the lockout that is being conducted by the street railway company against us. The weather is now decidedly in our favor. Thanks to the union organizations of Ft. Wayne and our sister locals throughout the country who have so loyally supported us in our protest, we are still here to take advantage of the new asset.

It is now optional with the Terre Haute, Indianapolis and Eastern Traction Co., of which this is a branch, whether this fight continues throughout the summer.

The union men and women of Ft. Wayne and vicinity comprise an important element of this community and we are of the opinion that the street car company will learn to realize its capability to resent insolence.

Our members are standing firm and the situation has now reached a point where, for us to relinquish would be an expression of guilt of the most contemptuous ingratitude.

President J. D. Shaw, of the Ft. Wayne Federation of Labor, advises us that President Samuel Gompers will address a mass meeting to be held here May 20.

April 18 an immense mass meeting was held in the assembly room of the court house. It was addressed by Bros. Chas. A. Butler, H. B. Grafmiller and J. C. Colgan. It was preparatory to renewed determination to continue our protest against the lockout. Bro. Grafmiller is a member of the B. of R. T., an organization that has won special credit in support of our cause. He has rendered important advisory assistance to Bro. C. H. Johnson who has stood at the wheel throughout our contest.

Sid.

## OPEN CARS APPEARING.

**Northampton, Mass.**—Three applicants have been initiated by Div. No. 549 already this spring. There are more new men breaking in. Let's get after them.

Brother John McNamara has left the mail-car for shed work.

Brother A. Blanchett has entered the signal department of the N. Y., N. H. & H. R. R. He will retain his membership.

Brother Chas. Bromley, of Bridgeport, Conn., was a recent visitor here. He was active in organizing this local, working here at the time of its institution.

After an absence of four years, Brother Ed Garrison has returned to work in the shed. He was an early member of our local.

Brother Frank Newell, a former executive board member of the local, absent from the service for some two years, has again returned to work here.

We expect open cars to soon put in their appearance. We understand, however, that our company has ordered new pay-enter cars to be supplied them next winter.

Brother Frank Lyman has returned to the farm.

Brother Craft has a new daughter. Congratulations. 549.



## RAISE NOT SATISFACTORY.

**Philadelphia, Pa.**—On April 20, Mr. Thomas Mitten, general manager of the Philadelphia Rapid Transit Company, announced an increase in wages of one cent per hour for motormen and conductors, to take effect May 1, 1916. This makes the wage rates in Philadelphia range from 26c per hour minimum to 31c per hour maximum. The first year service men receive 26c per hour, following which the men are classified to receive one cent per hour each year of additional service, until those of five or more years of service receive 31c per hour. Well, this is better than 25c to 30c per hour rates, but it is not at all satisfactory and not at all in comparison with the increases that are being obtained through the Association upon other properties throughout the country.

On April 12, there was issued to the Philadelphia street railway men by a committee of the Philadelphia Central Labor Union, a circular showing thirty-one cities where street railway men receive higher rates of wages than are paid to the Philadelphia men. These wage rates were the wage rates that existed in 1911. Many of those cities are now receiving more wages than was quoted in that circular and many other cities can be added to that list now. The committee issuing the circular pointed out that those wage scales were upon systems where men were organized and had something to say in respect to the wage rates that should prevail. In other words, they were union agreement wages. There are now more than fifty cities in the United States where wages are better for street car men than they are in Philadelphia. The issuance of this circular, together with the fact that for the last three or four months men have been coming into membership in Div. No. 477, the applications constantly increasing, caused Mr. Mitten to take time by the forelock and attempt to appease the rapidly growing dissatisfaction that was apparent among the employees here and grant his one cent per hour increase. However, this is not wholly in line with Mr. Mitten's promise when he instituted his so-called "co-operative plan." He stated then that by the year 1915 the Philadelphia street railway men would receive the highest rates of wages paid to the craft in the United States, or that in effect. His recent increase falls far short of that promise. The question with the men is: Will the property pay more in wages than it is now paying? The men are so sanguine that it will and are so impressed that they can receive more money than they are receiving for the labor they are performing, that the recent palliative is in no way deterring an increasing of the membership in the Amalgamated Association here in Philadelphia.

The result of the issuance of the original circular letter by the C. L. U. has prompted the issuance of a second circular letter, which is being responded to by added applications, showing that the time is near at hand when a proper representative committee of the Philadelphia employees will apply for better terms in wages and employment than now prevail. The men, generally, realize that this is the golden opportunity—that it is the wage-getting time—the period of bountiful prosperity, which cannot be participated in by labor without proper organization. We are convinced that the property in Philadelphia can well pay a 36c flat rate per hour of wages, but it will require quite thorough organization to obtain it. That we will have before this bountiful period passes.

The Philadelphia Ledger, in referring to the recent increase in wage, stated: "The P. R. T. Company announces an increase in wages of one cent an hour to apply to all motormen and conductors. This move is coincident with the activity of the Carmen's Union." 477.

## THINK TWICE BEFORE SPEAKING.

**Auburn, N. Y.**—Our street railway system has sustained another official shaking up. Local Manager Lewis stepped out in March and Inspector Durnelle was promoted to traffic superintendent, a newly created office. Mr.

Crouse, formerly with the Brooklyn Rapid Transit Company and Westinghouse Company, has been placed in charge of the overhead construction, track and barn. Brother Pelton has received the appointment of day inspector, and Brother Sager, night inspector.

March was signalized by heavy snowfalls here, which kept us busy clearing the road. Snow was so high along the Auburn and Syracuse line that the road resembled the Erie Canal with the water drawn off.

President Barrette has put in so much work at home nights on our new agreement that his dog has become familiar with him.

I was recently advised that a well-known professional man has made the statement to one of our members, in discussing railway conditions in this city, that our men are not loyal to the company, always being ready to hand out a knock against the company, and that it is getting the men in wrong. If this be true or not, it is well to take the suggestion and follow Neil O'Brien's advice to think twice before you say anything, and then say it to yourself.

Brothers Seager, Mosher and Wells have returned to work from the sick list and Brothers Denman and McKersie will soon again be on the job, also Brother B. Aldrich is improving from serious illness. BUZZY.

## LOCAL AUDIT STATEMENT.

**Joliet, Ill.**—The audit report of the financial affairs of Div. No. 228 for the three months ending with March 31, 1916, shows standing as follows:

Members, Jan. 1, 1916, 160; admitted during the three months, 7; suspended and withdrawn during the same period, 14; in good standing March 31, 1916, 153 members.

Dues paid during the three months, \$466; assessments collected, \$433; fees, \$7; dance proceeds, \$148; Danbury Hatters' collection, \$35.76. Total income, \$1,089.76. Total expenses, \$619.14.

Finances stand as follows: In arbitration fund, \$792.92; savings fund, \$531.98; checking fund, \$262.48. Total funds March 31, 1916, \$1,587.38.

Div. No. 228 heartily congratulates our worthy and public spirited brother, W. F. Ginter, who was recently elected Town Clerk for the Township of Joliet. Bro. Ginter has held various township offices with credit to the electors and we are sure that this new position will win for him greater honors.

Mrs. Tinder, wife of Bro. Tinder of our local, recently died at St. Joseph Hospital, and to our bereaved brother the local extends sincere sympathy.

Mrs. Holmes, Mrs. Astbury and Mrs. Gordon, wives respectively of Bro. Holmes, Astbury and Condon, are recovering from illness at the hospital.

Our recent general manager, Mr. J. R. Blac-hall has assumed the presidency of a concrete construction company. Mr. Heun has succeeded him as general manager of our system and Mr. John Jacks has become superintendent of transportation. 228.

## BUSY COMPILING AGREEMENT.

**Waltham, Mass.**—Div. No. 600 is busy these days compiling a proposed agreement.

We notice the order to keep out of the office seems to have no effect on some people. Get wise.

Former Business Agent Champ Black was recently seen at Arlington Heights.

President Bill Egan captured the beauty prize at the recent Lexington ball.

Bro. Danny Hinchey has a new half dollar trick.

It seems there is a millionaire conductor who wishes to settle for park tickets every night.

That ought to hold you for a while, Bro. Harkins.

The smooth guy has aspirations to go on the line department.

J. H. K.

## TAILORS ENJOINED.

**Sacramento, Cal.**—Your correspondent was not present at a recent meeting of Div. No. 256 when he later learned he received a severe reprimand for not more promptly supplying to the readers of the Motorman and Conductor the news from beautiful Sacramento Valley and the doings of the Sacramento local. The fact of the thing is that had your correspondent been present his explanation would likely not have explained to the satisfaction of others.

The street cars and jitneys are here at present striving for supremacy in the matter of offering accommodations to passengers. The street cars at last have awakened to actual competition. The street car people realize that if they do not recognize the situation their business will ultimately be lost in the maelstrom. Automobile service has become the popular means of travel between Sacramento and Los Angeles. Several big cars, with the latest and best equipment, have entered the field. They are offering a reduction of about one-half in the regular railroad fare.

The superior court here has enjoined the members of the Tailors' Union from picketing an unfair shop. One member who disobeyed the order of the court has been adjudged in contempt and was punished by a fine of \$10 or 20 hours in jail. An appeal has been taken from the judgment of Judge Dusick in the case. 256.

## DISPUTE AMICABLY ADJUSTED.

**Marinette, Wis.**—Members of Div. No. 302 were much pleased with the termination of an event that recently transpired with us. Brother Joe Landre, an old employe, has retained a night run for over ten years. Recently in a mark-up our management held that he should be required to take a day run, which he did not want, feeling that he had a right to select a night run on account of his seniority privilege, regardless of the fact that a day run was open to him. The company felt that his conduct was such that he was guilty of insubordination and he was dismissed from the service. President Carlander and the executive board held a different view and felt that Brother Landre was within what should be his rights in selecting a late run or choosing to remain upon the old run, and the case was taken up with our general manager. Conferences resulted in the reinstatement of Brother Landre and he is back on his former night run.

There is a noted enlivenment in our local since the administration of our present president began. How many are there among us who wish to make this one of the live locals of the Amalgamated Association; in fact, the finest of its size? This can be done by attendance at meetings. With well attended meetings results will obtain.

Brother F. A. Buttrick has acquired too much experience on the line to get lost.

All aboard, Rosie, where are you going this morning?

302.

## FORM BASEBALL LEAGUE.

**Brockton, Mass.**—Open cars have made their appearance here on our system. They show the work of carpenters and painters. They have received a new coat of paint and have been equipped with double running-boards. A minute detailed record of all runningboard accidents will be kept this summer, as we are of the opinion that cars can be equipped to a more suitable convenience than with running-boards.

Div. No. 235 has formed a new baseball league for the season. Last year the Torrey Streets were the champions. This year there will be two cups. The teams will be from Campello, Torrey Street, Quincy and Taunton Barns.

Brockton is scheduled for eighteen marriages of blue uniform men this June.

The L. O. O. M. is some order. Thirty-eight of the members joined in April from the Campello Barn. Of the upper crust were President P. F. Sheehan, Day Foreman P. E. Kent and Night Foreman Jos. Mosher.

Brother Dearnin has passed the cigars and is receiving congratulations. It is a boy.

Inspector John Dillon, famous among our boys, while recently visiting the wilds of Whitman, was struck by an auto and thrown to the ground. Fortunately he was not seriously injured and continues to advise the boys to turn their sign and pull out the fender. 235.

## SHOULD BE A PROMPTER.

**St. John, N. B.**—We were pleased to see President C. B. McLean again in the chair at the regular meeting of Div. No. 662, held April 19. He and most of the members on our sick list have recovered and are again at work. Our sick fund received quite a jolt during the past winter, but we are still to the good and much benefit has resulted.

The labor movement here has undergone a little experience that should be a prompter for the future. Ex-President James L. Sugrue of the Trades Council was a candidate for city commissioner. He was defeated. Is there a wage earner in St. John but feels that it would have been better had he been elected? It was an experience. As we grope about for the cause of his defeat we must sum it up upon the basis that a number of wage earners were ineligible to vote owing to unpaid taxes. Our opponents were not so disqualified. I don't know that any great advantage would have resulted in civic matters by the election of our past Trades Council president, but I do know that had he been successful it would have been salutary of the fact that the wage earners could centralize their voting power effectually. The fact that we did not also has its meaning. Some of our members, however, took election day off and worked hard for the candidate, but somebody didn't even vote for the candidate. Let's trust that the experience will inspire greater effort at centralizing the force of labor in the future and making it effective.

We will soon be picking runs for the summer and the company is looking forward to a busy season.

Bro. A. Clark is on leave of absence looking after his farm.

Bro. Mate Mowry has moved from the Hollow.

Bro. Wm. Grant, popular among us, has enlisted for overseas and many of our boys went to the train to see him off and wish him good luck.

Members of this local were observed in the Vanity Parade on King Street Easter Sunday. Don't forget May 17 and attend the meeting on that date. C. O. S.

## EXPLAINED RIGHTS OF SENIORITY.

**Trenton, N. J.**—At a recent meeting of Div. No. 564, Bro. Emberger very clearly explained to the members, by analogy, the fundamental rights upon which seniority in employment is based. His address was most interesting and instructive to new members.

At one of our recent meetings Bro. Jammer gave us an address upon business functions of our local in general and the business functions of our occupation. We would like to hear him again.

Bro. John Emory has an innovation for use in ticket selling.

Bro. Daniel Bilger is complaining because he has been compelled to procure a search warrant to find the dues collector.

Bro. Edw. Kenny is punching himself to see if he is yet alive, as his name has not appeared in the M. and C. for some time.

Bro. Miller requested to be excused from attendance at the last meeting for fishing purposes. J. M. C.

## MEETS DEATH IN ACTION.

**Toronto, Ont.**—At our regular meeting held in Labor Temple the evening of April 30, the financial report was given for the first quarter of 1916. This is the first time in eight years that a deficit for any quarter has been reported and this is due entirely to the great amount of sickness which caused a very heavy drain on our finances. We have paid in sick benefits and doctors for four months ending April 30, \$4,185.67, and we received in sick benefit dues only \$1,899.50, thus leaving a deficit of \$2,286.17. There are several causes for this: First, we paid sick benefit to men who are preparing to join the army while undergoing minor operations such as for varicose veins, hernia, etc.; second, over 600 of our medically fit have put on the soldier's uniform; third, the men who are left to operate the system have been working overtime so much that their constitution simply breaks down. Also, we have paid \$3,200 in death benefits in the past four months, so we have paid to our men \$7,385.67 in four months, or \$1,200 more than our total receipts.

In order to make up our deficit we have decided to issue an Honor Roll. It will contain 64 pages of reading matter and advertisements. Some of the points of interest that will be mentioned are: First, our working agreement with company; second, history of our organization; third, football schedules; fourth, railway time tables; fifth, names and battalion of all of our men who have joined the army; sixth, a number of photographs of the street railway men in the different battalions and many other good features. The book will be sold for the very modest sum of 25 cents and all the proceeds will go to the sick benefit account. The soldiers will be given each a copy free of charge.

The officers of our local have been called agitators by the railway manager because we made a successful application to the courts and Ontario Railway Board to have the side running boards done away with; but this little pet name we do not mind, as we feel we have rendered a service to the conductors that they will greatly appreciate and no doubt but that lives will be saved by the removal of these death traps.

The Barn Football teams have nearly all enlisted so that it is impossible to hold our annual football series.

We are very sorry to report that Bro. Thos. Mills of Yorkville Barn has been killed in action somewhere in France. Bro. Mills was wounded about a year ago at the battle of Langemark, but recovered sufficiently to again go back to the trenches.

FARMER.

## CAN HE REALIZE IT?

**Centralia, Ill.**—Six applicants were initiated into Div. No. 660 at her regular meeting held April 12. They were Bros. Joe Reynolds, Sid. Elliott, Henry Nekrang, Frank Knowlton, Fred Lolling and Charles Hicks. All were given a cordial welcome.

Bro. Silas Krutsinger has recovered from recent sickness.

Bro. Gough reports poor luck on a recent fishing trip.

New uniforms have appeared.

Our conductors find it not a most pleasant duty to enforce the ordinances relative to carrying drunks and expectorating in the cars.

Our local congratulates the Gas and Electric Workers' local upon recently receiving an increase of fifteen per cent in wages.

Early arrival of our new steel cars is expected.

It has come to me that one of our brothers has been doing considerable knocking against the local on the streets and in public places. What kind of a brother is that? This local is the organization of the electric railway men of this community. It is what we make it and

we believe we are capable of having an organization and conducting our own affairs. It is not much of a union man or brother worker who will attempt to so reflect upon his associate employees as to go about knocking their institution or endeavoring to belittle them. To knock his organization is to knock every member in it. Has the knocker sufficient sense to realize that? A suggestion should be sufficient. Remember, no one of us is equal to all of the rest of us in any capacity. Cut the knocking out and be a booster.

660.

## A GREAT POINT GAINED.

**Des Moines, Ia.**—Div. No. 441 has now three meetings a day on meeting days and there is no excuse for non-attendance.

At our last regular meeting we were visited by Miss Sarah Harsh and Miss Argo, both of whom addressed the local, Miss Harsh upon the suffrage question and Miss Argo upon the union label. We were impressively told why our department stores fail to handle union labeled goods and why employers are desirous of employing children in factory work. Miss Argo highly complimented our local as a leader in the patronage of union labeled goods and in the education of children in unionism and made it clear that union progress and advancement depends upon the educational privileges accorded the rising generation.

Brother Knott and family request that their thanks be extended to the membership for the recent generous assistance rendered them by our members.

Bro. Tedrow at this writing is seriously ill. Bro. Rheynereson is suffering from rheumatism.

The recent death of Bro. Clark was a shock to our membership.

Bro. Doud continues interest in our juvenile organization as an adjunct of the Union Label League.

Don't forget the gate order. Remember, if we had the money that is paid out for accidents by our company it would make a little bit more for us.

Don't fall into the habit of becoming unconcerned when nothing is in sight coming our way. Keep up the interest and help make argument for a good increase next time.

We have reached a new wage settlement. It will be for a period of three years. The great point gained was the equalization of wages. We moved low men up nearer to the point where they have a chance to get in sight of a living. Conditions in the barn have been bettered and the length of the service day lessened, with an increase in wage. To get all this took diligent work.

COR.

## AVOID DATES ON MEETING NIGHTS

**Fort Chester, N. Y.**—The ninth annual ball recently held by Div. No. 481 was attended by some 25 couples. A feature of the event was the grand march led by Floor Manager D. M. MacDonald and wife. Among those noted present were Barn Master Mechanic Cain, Cashier F. Kreidler and Stamford Barn Foreman H. E. Studwell.

Bro. J. Hansen has recovered from the sick list.

Bro. L. Schmaling has taken advantage of a thirty days' vacation to visit the farm.

There is a vague rumor that one of our brothers is about to be married.

Business of importance will come before our successive meetings. Let's make it a point to avoid dates and attend these meetings. They will occur on the second Thursday in each month. Let's prelude our intended success with enthusiasm. You will be surprised what effect it will have in inspiring our officers to a stage where we will not be disappointed in the coming results.

COR.

## UNION LABEL WEEK.

Utica, N. Y.—Isn't it coming to something when our noted curbstone orators are so outspoken as to spill the beans to reporters? Under glowing headlines announcing "A Somewhat Stormy Meeting of Div. No. 582" appeared before us the morning after as we unfolded the daily papers. Someone must have been very kind. We all know that reporters are around our boys, particularly at a time when our agreement is being discussed. Yet when we talk from the curbstone it all lands in the paper. Do you not know that we, through our representatives, have put up an effort to make a step forward and that we have actually made that step forward through our Association? Surely we did not get all that we could use or all that we wanted to get, but we got a great deal more than any non-union bunch I know of, and that is something to the credit of our organization and our officers who worked so hard to get what they could. That we may bring it to the attention of some who might not otherwise think about it in that light, is there on record anything that illustrates that without organization you would get more, or even as much, as obtains through organization, as it has been shown by our experience? Then, is it prudent to pull the statue down in such a way that it will fall upon ourselves? Remember, "A bird in the hand is worth two in the bush."

The week of July 4 is to be union label week in Utica. Bro. G. Jones will represent Div. No. 282. Bro. Jones is to examine our members to see that they carry the union label on their clothes.

Bro. Mike Roth is to name his Main Street baseball team "The Microbes."

To the satisfaction of Bro. Stepper the company is painting all cars green, even to the dinkey, and for the first time in the history of Utica, open cars are being equipped with sanders.

Our company has placed an order for more cars.

Safety first, so much heralded by us, seems to be the last thing with those running automobiles. 582.

## WORKING ON AGREEMENT.

Akron, Ohio.—Old Div. No. 98 is growing stronger day by day. Each meeting we are taking in new members.

Our executive board is working continually with the executive boards of the A. B. C. Canton and New Philadelphia Divisions in an effort to obtain a satisfactory agreement and an increase in wage. G. E. B. Member Edw. McMorrow is on the job with us and we can feel that our little bark will be safely piloted over the troubled waters.

Our boys have organized a baseball club and expect to compete for honors in the amateur league of this city.

Bro. A. L. Parr has returned to work after six weeks' suffering from rheumatism.

Bro. Wm. Bittner has returned to work after recovering from recent injury.

Bro. Bowman remains on the sick list.

After a three months' leave of absence testing out the job of heaving coal on an "iron hog," Bro. Snyder has returned to the bell-cord.

Many complimentary remarks are being heard from those who received a copy of our souvenir Easter Magazine, published for the benefit of our Relief Fund. The committee deserves no small credit.

Congratulations to Bro. and Mrs. Rodenbaugh. It's a girl. 98.

## DESERVES HONORABLE MENTION.

New Rochelle, N. Y.—Our local deserves honorable mention for rendering assistance to fellow workers at Newark, N. J. A delegation of four was dispatched in a hurry, to help in organizing work.

Bro. Kearns is back with us, after a period

of nearly eight weeks in which time he experienced considerable trouble over an insignificant matter. Bro Kearns was in charge of his car, while his conductor was away for a minute. A man entered the car and after dropping a fare into the fare box, demanded a transfer which Bro. Kearns did not have, being a motorman. The man being under influence of liquor, got disagreeable and used some indecent language. Bro. Kearns put his hand on the man's shoulder and told him to sit down and await the return of the conductor. The case was taken up by an Italian lawyer and carried to the court. The company discharged Bro. Kearns. After a hard struggle between the representatives of our L. D. and the Company's officials, Bro. Kearns was reinstated, but had to pay claim, which was \$200, of which the man who caused the trouble received about \$40.

Bro. O'Neill was elected recording secretary. He is now attending conscientiously to his duties.

The records of the L. D. show members delinquent in paying for tickets and dues. Come across. Good work can't be done without money.

The Ruler of our destinies has called on Bro. Condon's family. His wife followed their two children to the final rest. The wife of Bro. Gillen was also called from our midst. The members extend sincere sympathy to Bros. Condon and Gillen in their hour of sorrow.

Bro. Corcoran is working after an illness. He was cared for at the hospital.

Bro. Evans has returned from a vacation of about three weeks.

Bro. J. M. Gotti outclassed and easily defeated Charles Seacord in a pocket billiard tournament which came to a close recently. The score was 90 to 62. Bro. Gotti grabbed the prize for the highest run (17).

Bros. Charbonneau, Coyne and Benz are contemplating marriage. Unless all signs fail, wedding bells will be heard soon at New Rochelle. Bro. Coyne is seen often, heading straight for Pelham Road. Bro. Benz visits Mt. Vernon quite often. Bro. Charbonneau moves mysteriously.

Everybody would do a whole lot better by minding their own business. Butting into someone else's business won't get anyone anything. Cut the knocking.

Bros. J. Baker, L. Winkler and J. J. Kearns are on the sick list. 498.

## DON'T FORGET.

Waterbury, Conn.—Our company is employing many new men these days. It is important to us that we get a button on these men indicating that they are members of Div. No. 570. Don't forget.

Bro. Wm. Donahue is taking daily exercise splitting wood.

Bear in mind the left lapel of your coat is the place to wear the union button.

Div. No. 570 extends hearty congratulations to Mr. and Mrs. Clifford Thomas, who were married April 28.

Again it seems necessary to remind some of the brothers that the third Thursday of the month is the regular meeting day of Div. No. 570. COR.

## SHOWS CONFIDENCE.

Mt. Carmel, Pa.—Recent visits of the stork to the families of members of Div. No. 421 left a fine girl at the home of Brother Martin Dooley. Brother Tom Dooley is receiving congratulations upon the advent of a fine boy. Brother John and Mrs. Haverty are also having their home cheered by a new boy. Brother Charles and Mrs. Persing are receiving congratulations upon the arrival of a bouncing boy. This record shows confidence in continued prosperity.

Div. No. 421 added a new member to her roll at her last meeting and everything is moving along nicely. 421.

## HAS BECOME ENLARGED.

**New Orleans, La.**—Div. No. 194 has become enlarged by the absorbing into membership of the employees of the Algiers Railway and Light Company. Algiers is a community on the west side of the Mississippi River and forms the fifteenth Ward of New Orleans. Its railway company operates under a separate charter from the company on the New Orleans proper side of the river. The boys over there are now negotiating for an agreement. We trust it will soon be amicably consummated.

Div. No. 194 recently donated \$100 to Div. No. 164, Wilkes-Barre, Pa., on strike since Feb. 4. With that donation go our best wishes.

The local voted down a sick benefit clause recently drawn by our by-laws committee.

We have accepted an invitation from the Grades and Labor Council, through our delegate, Bro. Peter Brown, Sr., to participate in the contemplated Labor Day parade.

Bro. Leon Serpas has returned to work from the sick list.

Sincere sympathy is extended to the bereaved family of our late respected brother, Ed. A. Murphy, who in life was a solid member of this local.

Bro. Billy Kell is now working a night run on the shuttle car.

We are making final arrangements for a good old time at our coming annual picnic.

Bros. Chas. Ackerman and Bob Wire are now found on the new Shrewsbury interurban line.

Unfriendly legislation is causing the jitneys to disappear from our streets. A recent ruling compels each jitney to furnish a heavy bond and, although this has been appealed, it looks like the jits are up against it. There was a considerable deficit in the earnings of this company this year which was charged to be due to jitney competition. R. J. W.

## ARE NOT GOING BACK.

**Indianapolis, Ind.**—Motormen and conductors here who are not in our Association are having their interests aroused by information that is coming to them through the daily newspapers from other cities relative to the splendid increases in wages that are obtaining throughout the country and the fact that where these increases are being obtained exists the Amalgamated Association. Late information comes from Pittsburgh where our old loyal friend, Bro. J. J. Thorpe, participated in getting such a splendid increase for the Pittsburgh, Beaver Valley and Washington street railway men. Our boys thought it was going some when 34c an hour was reported from such towns as Beaver Falls and Washington, Pa., and 35c an hour for Pittsburgh. Then there was that splendid increase that obtained to our brothers in Toledo, Ohio. Men who have for a long time hesitated to join Div. No. 645 are now coming forward and making applications and several of them have advised me that this is about "the getting" time for the Indianapolis boys. As one of our recent applicants said: "I am through peddling for the company, as it is about time we should get together and go after an honest living wage." This brother's remark caused me to reflect that 23 years ago in this city the Amalgamated Association, through which the street railway men have done so much in improving their conditions and increasing their wages, was organized. For years we were out of it, but the organization progressed without us and when I compare conditions here with the conditions prevailing in communities where the organization has maintained for years, it becomes apparent to me what continued organization means to wage earners. For two and one-half years we have maintained as a part of the Amalgamated Association. It has been a bitter struggle, but the antagonism has made us stronger and more determined. We, too, are getting some three cents per hour more wages and better working conditions than we were getting prior to organization and I am frank to confess that it is our determination to get more wages and better working conditions. Certain it is

that we are not going back. This time we will stick in the family of the Amalgamated. The struggle has been too bitter not to continue and reap some of the sweets.

"Safety first meetings" have been held at our various car barns and much advice given by the company has been worth hearing. Company officials tell the men "they should have their rest in order to avoid accidents," but the company fails to put into operation the "safety first guard." This is the "rest" that many get: Report at 4:40 a. m. and work a tripper; report again at 10:30 a. m., marked up for a late run that keeps them out until as late as 1:30 the next morning, report again at 4:40 a. m. the next morning. Owl car men working trippers after being out all night. The cars are crowded beyond capacity.

Mr. Holkom, representing the Chamber of Commerce, recently met with a committee from our Central Labor Union on the subject of "safety first." He charged the unions with being wrong in asking for an eight-hour day. This was his expression of co-operation on "safety first."

The city efficiency ordinance that required new men to qualify by thirty days' apprenticeship under a competent motorman or conductor has been annulled by Judge Eubanks. In my next letter I will give his reasons for declaring the ordinance illegal.

Indianapolis is having an awakening in the labor movement. We have one of the most splendid, active and efficient presidents of the central body in Bro. Otto Ray that it has been the pleasure of the labor movement to have for years. He is wide awake and on the job all the time in the interest of the wage earner. He should have the support of every craft.

The sympathy of our members is extended to Bro. Robert R. Davis in the recent death of his niece, Miss Burnish Dye. A floral offering was sent by the members of Div. 645.

Bro. Walter Lovell is again working after recovering from an injury sustained in an accident with a Ford.

The recent death of Bro. Claude Higgins is sincerely regretted.

Bro. W. L. Jones reports his son Leonard improving in the hospital.

Bro. E. P. Wilts from Salt Lake City was a recent visitor at our office.

Sympathy is extended to the bereaved family of our late brother, James T. Kiley, whose death occurred recently and took from us a highly respected member.

Bro. John P. B. Morrison is now in his newly purchased home.

Sincere sympathy is extended by Div. No. 645 to Bro. Henry Shad and children in the death of Mrs. Shad.

Bros. T. P. Howland and John F. Hurley are on the sick list.

Bro. Reece Rice is in the country for a short stay, convalescing from typhoid fever.

Bro. George Ashcraft is again among his friends on the cars. 645.

## ONLY THREE OUT.

**Fuente, Colo.**—Div. No. 662 met in regular session April 11, with all officers present except Board Member A. E. Leach. President J. W. Briggs presided. We were pleased to receive into membership Brother Laroux. This includes in our enrollment of membership all but three—Masters, Gilbert and Bradford.

We hear that Brother Earl M. Couns, who is at LaJunta, Colo., taking up the work of chiropractic, is doing well in his chosen line. He has our best wishes.

We have succeeded in eliminating flagging of all railroad crossings.

The last heard of Brother Cline was that he had taken unto himself a better half and was headed for Colorado Springs. Best wishes.

Brother Wright is improving.

Brother Frazier is on the sick list.

Business is good in Pueblo, which is a good omen for our boys.

Brother Orendorf is planning a sojourn in the east.

C. A. F.



**PRESIDENT WM. F. HATHAWAY,**  
Div. No. 599, Muscatine, Ia.

One of the popular spirits in the trade union movement in Muscatine, Ia., is President Wm. F. Hathaway of the Amalgamated Association, Local Division No. 599. As a testimonial to the esteem in which President Hathaway is held generally he was recently elected alderman from the first ward in Muscatine. If he performs his duties as alderman for the ensuing term as he has performed his duties as an officer of the Amalgamated Association, Muscatine will have no occasion to regret his councilmanic election and he will have a record upon which to base re-elections in the future.

#### **PRESIDENT IS ALDERMAN.**

**Muscatine, Ia.**—The committee of Div. No. 599 has prepared a proposed new agreement which, if consummated, is to go into effect the first of June, when our old agreement expires. We are almost sure there will be some important changes made for the better.

On the evening of March 7 our local gave her third annual ball. It was held this year in the new Armory building, and was the most successful event of its kind ever experienced by the local. Those who attended spoke well of the affair.

Brother William Hathaway, president of our local, broke into politics this spring and was elected alderman in the First Ward by a majority of 173. He is making good. 599.

#### **ALL FACTORIES BUSY.**

**New Haven, Conn.**—All factories in Connecticut are busy and paying good wages. This is a strong stimulant to our joint conference board in the application for an increase in wages for the trolley men. With the factories doing a rushing business the prospect is good for heavy riding at all times. Not only that, but prosperity is anything but prosperity at this time for the man with low wages and little cash. A substantial increase in wage is absolutely necessary if the street railway men expect to realize anything from this prosperous time.

Discussion of wages usually brings a good attendance at the meetings of Div. No. 281. Why cannot this attendance be kept up throughout the year? Some very good arguments are advanced and there is a wonderful opportunity for development in every direction in attending meetings.

Brother Hugh Garland, our member of the City Council, has introduced an ordinance which it is believed will put a ban on the jitney competition we are being forced to meet in this city.

Brother Edw. Stanford, who did such good work as secretary of our last ball committee, was recently elected vice-president to succeed Brother Wm. Brennan, who resigned.

C. P.

#### **TWO-CENT INVESTMENT WINS A FORD.**

**Salem, Mass.**—Brother P. F. and Mrs. Joyce are receiving congratulations upon the advent of a fine nine and one-half pound girl at their home.

If Brother Pat Boles should fall into a sewer man-hole he would come up with diamonds. He recently bought a two-cent society benefit raffle ticket and was the lucky winner of a five-seated Ford touring car, the prize that thousands of ticket purchasers were hopeful of winning.

A newcomer at the home of Secretary William Feehily is the cause of congratulations being received by him and Mrs. Feehily.

The past winter furnished an unusual amount of extra work on the snow plow, but the lines all over the Salem division were quite successfully kept open throughout the season in spite of the numerous big drifts which were encountered.

There is no need of endeavoring to conceal the fact that our company is feeling the advanced cost of supplies and that the lessened purchasing power of money is touching the company as well as others. This also is material to us, and it is important that we should make our service so inviting that jitneys will wholly disappear. Let's bear in mind that more is expected of us than of jitney owners and drivers. We are looked upon as operatives of a public utility holding a special privilege, and there is a natural inclination to expect much of us for that privilege, regardless of whether it is a cramped privilege or not. Let's try and meet the expectancy of the public and I am sure it will prove eventually as profitable to us as our employing company. We have a common purpose in such a course.

Brother P. W. Monahan is recovering from the sick list.

Brothers Wm. Murphy and Ed. Osgood will tell you there is some class to the turnbacks.

Some new men are being instructed on both ends of the cars.

The Penny Aid of the trolley men here is in a flourishing condition and is doing good work. Rex.

#### **ANOTHER PIONEER.**

**Salem, N. H.**—Div. No. 595 has in its membership a man who has a right to some consideration as a pioneer street railway man. Brother C. Y. Adams is seventy-four years of age. He commenced his railroad life at the time of the starting of horse-cars and ran the first horse-car that passed over the lines of this system. He won favorable comment in the Boston American as being the oldest street railway conductor in the service. He is three years a member of our local.

Brother George O'Rourke has left the laundry business in Lynn and returned to his former occupation with us. He still wears the button.

The Plum Island line is now open for travel a car making three and four trips a day over the line.

Brother True of Salisbury Point has returned to the extra list.

Brother Ben Little was a recent visitor at Marblehead. During his absence he called on our old friend, Gust Carrollton, at Lower Swamoscott.

Brother Donaldson of the Salisbury Barn brought in a few bass and pickerel from a fishing excursion at the New Hampshire village lakes recently.

Brothers, bear in mind that sympathy is all right in the right place, hot air in a furnace and that it costs for gasoline to keep the auto running, so come across and pay your dues promptly.

P. Q. D.



## HOLD THIRD ANNUAL BANQUET.

**Niagara Falls, N. Y.**—This end of Div. No. 223 wishes to compliment the committee that arranged our third annual banquet, which was held at Hotel Clifton the evening of April 6. The arrangements were most complete and the event was participated in by about one hundred members and their ladies. President Frank O'Shea acted as toastmaster and was full naster of the situation.

Addresses were listened to from our Niagara Falls Branch chairman, Brother Robert Garbutt, Second Vice-President John Parker and President James Palmerton of the Labor Council. Brothers Andrew Manz and Frank Ramsdall, Business Agent C. E. Conroy and Secretary R. C. Bronson of Buffalo and Executive Board Members J. B. Kolb, Fred Carroll, Dennis Donnelly, Frank Katzmier, Attorney Frank Jaffney and ex-President S. Repsher of the Niagara Falls C. L. U. Brother William Cole of Div. No. 282, Rochester, N. Y., was present and made a most timely and entertaining address, conveying to the members greetings of the Rochester local.

The Pastime Quartette of Buffalo, members of 623, added zest to the occasion by rendering several popular songs. The McLaughlin Orchestra of Niagara Falls supplied entertaining instrumental music.

Robert Owens, our host, supplied refreshments to the appreciation of the banqueters and the affair concluded at midnight. Thus passed our third annual banquet which was up to all precedent in the way of entertainment and social good fellowship. The committee in charge embraced Brothers Robert Garbutt, Charles Hartzner, John Parker, Charles Harris and F. Ramsdall.

A. M.

## EXTEND SYMPATHY.

**Ottawa, Ont.**—Brother Bachelor recently experienced a very narrow escape when his property was consumed by a fire. He was very fortunate in getting out himself with his life. He has the sincere sympathy of our membership in his loss.

The sympathy of Div. No. 279 is extended to Brother W. Cote in the recent death of his beloved father.

Never were the members of Div. No. 279 more compactly united on one question than they are at the present time on the nine hour day. Our grievance committee is busy getting our new schedule of conditions into shape and "The shorter work day" is the slogan. Our old schedule of conditions expires July 1.

Our cause has recently been misrepresented in our local newspapers through some of our members talking too freely around the waiting rooms and car barns. It would be a good idea, when approached, to refer reporters and others making inquiries to our press board, where they can receive such official statements as our officers deem expedient.

We are continually acquiring new members and the local can report progress.

279.

## MOVING ALONG FINE.

**Helena, Mont.**—Div. No. 495 at the present writing is moving along finely. We added one new member to our list last meeting—Bro. Henry Hoffman, formerly a section foreman and an all around good man.

Our general manager, Mr. Calaghan, and superintendent, Mr. Hahn, motored over to Butte on the 27th to investigate electrical conditions.

Our line crew has drawn up a new agreement to present to the company. They had a committee wait on Mr. Callaghan and ask for a few concessions, which I think will be granted without any trouble. Our general manager has shown a disposition to be very fair in all our dealings with him. We surely appreciate it in a way that, I feel, makes conditions better for the company.

Bro. Ed Majors is on the sick list with rheumatism and neuralgia of the back. His wife is also very poorly.

Bro. George Douglas and wife are sailing for Old Ireland, the home of the shamrock, for an indefinite time. We gave him the privilege of coming back any time in twelve months and taking his run back. He has been with the company here for over twenty years and has the distinction of wearing badge No. 1, which marks him the oldest service man.

Bro. James Thorpe has been night foreman of the car house for the past six months but is to take his place on the list the first of May. 495.

## WELCOME EXTENDED TO BRO. AND MRS. BUSKIN.

**Troy, N. Y.**—Spring has been slow in reaching this latitude, but things are beginning to look green and an unusual winter with much sickness and death is happily past.

We are looking forward hopefully to an increase of five cents per hour.

A periodical outburst of disapproval of the way our finances are handled has occurred again, over which two of the men refused to pay an assessment. They were suspended from work and after a lively meeting, during which were aired such trivial matters as "stealing" switches and "shutting out" cars on supper trips, the men paid up and things are normal again.

It seems to me that much unnecessary wrangling could be avoided if all members would attend meetings and get an accurate knowledge of financial conditions. It would forestall some of the wild statements that are so glibly spread around at times. It is unfair to ask some of the men to pay assessments and allow others to do as they please about it.

It is with regret that I announce the deaths of Bros. O'Brien, Fahey and Fitzpatrick. The sympathy of the membership is extended to the bereaved families, and also to Bro. Walsh in the loss of Mrs. Walsh.

Some of the boys are figuring on a baseball nine for the season; interest in the game seems to be as strong as ever.

A welcome to our city is extended to the bride of Bro. Buskin, who is the daughter of International President Mahon. Like Detroit, Troy has many historical associations dear to the heart of all Americans, and we extend Mr. and Mrs. Buskin hearty congratulations. 132.

## PASSED, ANOTHER MILESTONE.

**Rochester, N. Y.**—Div. No. 282 has passed another milestone in agreement making. The work of our committee was finished in record time. Conferences opened in New York, April 11, with Mr. Horace E. Andrews, president of the New York Railways, and G. E. B. Member Wm. B. Fitzgerald representing the Joint Board in the Utica, Syracuse and Rochester locals. The company submitted a final offer of two cents per hour increase for the two years commencing May 1, 1916, and one cent per hour for the third year, under a closed shop contract for three years, except the matter of hours to constitute a service day, which can be opened next year. The proposition was accepted by the various locals. The joint vote for accepting was 363 majority. Utica voted "no" 2 to 1. The agreement was signed April 26. It is felt that it was the best course to take.

The death of Bro. Waldo L. Robinson occurred April 11, of tuberculosis. Burial was at Harrison Valley, Pa. His death was the result of a prolonged illness.

The death of Bro. James O'Sullivan occurred April 29, at Campbellford, Ont. He leaves a wide circle of friends to mourn his loss. He was a conductor here for eleven years.

Our third annual ball, held April 27, was a grand success and a most enjoyable event. 282.



## PIONEER PASSES AWAY.

**Quincy, Mass.**—The recent death of Brother Frank Perry is sincerely regretted by members of Div. No. 253. For thirty-odd years he was in the railway service, beginning with the old horse-cars. He enjoyed the distinction of being No. 1 motorman. He was of long service on the Squantum line, where he will be missed by the patrons who fully appreciated his thoughtful and accommodating manner.

The Weymouth Moose Lodge No. 1299 have donated a benefit to Brother Frank Maynard. He has been on the sick list for a considerable time.

The many friends of Brother Jack Gannon are running a guess contest for his benefit. He was injured by a car some time ago.

It is pleasing to see Brother Herbert Johnson back at work, after being off for a long time with muscular rheumatism.

Remarks from bystanders were highly complimentary to the members of our local who escorted the remains of our late brother, Frank Perry, to their last resting place.

Will conductors of the Quincy Division do what they can to minimize the Error Bulletin? It can be done by a little thoughtfulness on turning in. Several names seem to appear on every list that is put out. Remember it is making unnecessary work for somebody.

Brother Jimmie Cain would appreciate a change.

Who will go on for Brother Roland Batson? Brother Jack Kelley has returned from a Maine fishing expedition.

Brothers Eddie Hodge, Charles Johnson, Ed. Kingsley and Howard Thayer look fine in their new military hats.

Brother Dan Smith has joined the army of benedicts.

Brothers William H. Gould and Arthur J. Brady are wearing swell new uniforms. Now, girls—

Brother N. Antonio is putting in his spare time on his hen farm.

The Quincy police vs. the Carmen in a recent ball game won by a score of six to two.

On the sick list are Brothers Henry Hackett, Pat. Denehy, Tom Craig, Duncan Dunlop and Roland Batson.

Brother Johnny Byrne complacently states that he would like to join the Irish navy.

Brother John Stewart intends leasing the Hotel Pandora at Houghs Neck.

THE SCOUT.

## ENJOYING VACATION PERIOD.

**San Francisco, Cal.**—If any think President E. D. Vandeleuer of Div. No. 518 is not a live wire they are mistaken. The stunt he pulled off a few weeks ago on the Union Street line was that of refusing to allow a union motorman to work with a non-union conductor. As a result that conductor was not slow in presenting his application for admission into the organization. Not only that, but every man at the Potrero Barn wears a button. Bro. Vandeleuer means business and every member should back him up and we will soon have an organization second to none. Our president is a staunch union man and he means to carry out the promise he made when he went into office to work to the interest of Div. No. 518. Don't get in front of him; get back or him. In front you hold him back, but in back of him you force him ahead. He is going ahead encouragingly. Keep him moving by giving him plenty of support.

Our vacation period is at hand. The boys here are enjoying something that few other platform men ever had—a twelve days' vacation, with pay. It means a lot to those who could not afford to lose the time to take a rest. Fifteen crews are let off at a time according to seniority. As a result eighteen crews were drafted from the civil service list of those that were laid off after the fair closed.

Saturday night, April 22, Mr. Samuel M. Bloch, president of the Bloch Company of Cleveland, Ohio, assisted by his specific coast representative, Mr. D. Tegarden, banqueted the

executive board members and officers of Div. No. 518 at a downtown cafe, where a nice supper was served, with a social and business chat. Of course Mr. Bloch is anxious to see the blue serge uniform adopted by the municipal railways. He made us a flattering offer which no other firm can equal. Some dozen of his uniforms are now being tried and have, so far, given excellent satisfaction. Those present at the banquet were: President E. D. Vandeleuer, Vice-President I. Watson, Recording Secretary J. F. Dwyer, Finance Secretary J. Giguere, Correspondent J. A. Hay, and Executive Board Members F. Brainerd, S. W. Chadbourne, F. E. Davidson and J. Murphy. Two were absent on duty.

A petition for the benefit of Bro. Slattery suffering for several months from a stroke of apoplexy, was circulated recently and \$500 raised, which let a little sunshine into his home.

A daughter of Bro. Hansen is recovering from an operation for appendicitis.

## FIRST NEW MEN IN TWO YEARS.

**New Castle, Pa.**—For two years not a new man was employed as a motorman or conductor upon the New Castle street railway system. That is some record. The continuity is now broken, however, there having been six new names on the extra list this month.

Brother John Robinson has abandoned his sweater, which is a sure sign of spring.

Our baseball team for the season has been organized with Mr. Dunneagan of the net department elected captain. Brother William Wedell will be the manager and Brother Jack Eakin is treasurer. We are now open for dates.

Two air-brake cars from Youngstown have made their first appearance in New Castle. More will be welcome.

The resignation of Brother Hayden has opened a run to Brother John Reed.

Brother Nick Wick was recently called to Pittsburgh on account of the serious illness of his mother.

Brothers White, Denny and Eakin have been doing jury service.

Brothers A. McFate and A. Smith recently paid a visit to Pittsburgh and returned with rain checks.

Brothers John Burke and John Robinson recently attended a boxing contest in Youngstown.

Brother Sam Koons is now agent for the new Grant auto.

Two runs will be added to the Park Line June 1, much to the pleasure of everybody.

WHISTLING DICK.

## WORKING ON NEW AGREEMENT.

**Cincinnati, O.**—Div. No. 627 is still engaged in working out a new agreement.

At a practice game of baseball between our Avondale and Mill Creek teams on April 12 Brother Jim Bradley, playing second, was struck on the left cheek bone just under the eye with a fast ball thrown by the pitcher and sustained a serious injury. We are pleased that he is recovering.

G. E. B. Member Edw. McMorrow was recently in our city on Association work. He is always a welcome visitor.

Brother Al. Haubrock boasts of 115 days on the water wagon, much to the disgust of the Brewery Workers.

Brother William Smith is still on the sick list and is much missed from our meetings.

Our boys have their baseball league organized ready to meet all comers.

Jess Willard has nothing on Brother Grubb Boyden, who, upon authority of Brother A. Haubrock, can boast of staying three rounds with Oscar Gardner and our local will place him with any 150 pound man outside of the Amalgamated Association. Challenges will be received by Brother J. B. Rawlings, Walnut Hills.

## BACK PAY FOR TRACKMEN.

**Lynn, Mass.**—The meeting of the evening of May 2, held by Div. No. 238, was one of the most interesting we have held for some time. During the course of business, Delegate Larry Martin of the Joint Conference Board of the City State locals, accompanied by President P. Sheehan of the Brockton local, who is secretary of the Joint Board, Treasurer Alex Smyth of the Joint Board and President William Poole of the Gloucester local, entered the meeting. The business was suspended to give the visitors an opportunity to be heard. Brothers Poole and Smyth made short addresses, but left the heavy work for President Sheehan of the Brockton local.

If there is a man on the circuit who is always welcome at all times it is Brother Pat Sheehan, who can well be regarded as a most brilliant speaker. Brother Sheehan is a true union man of long standing and an exponent of no mean ability of trade unionism and its principles.

President Sheehan reviewed for our benefit the history of the labor movement as touching our conditions, illustrating from the conditions that prevailed prior to the existence of our organization. He spoke one hour, but it was one of the shortest hours our men have indulged for some time, due to the intense interest the speaker engaged in his educational discourse. No one was present but that was benefited and strengthened in the cause.

Brother Curtin read a report of the Joint Committee and its proceedings at a session recently held at Boston. One important feature of the report was upon obtaining for the trackmen about \$10,000 in back pay, the right to which had been a subject of dispute between the Association and the company. This is another illustration of the advantage of organization.

The recent death of our late brother, Fred W. Green, has taken from us a member in whom Div. No. 238 recognized a most loyal and devoted member of the Association. The railway company has also lost a faithful and conscientious employee. The local, upon report of the Resolutions Committee, James T. Mansfield, Lee K. Griffin and Thomas F. Glynn, adopted resolutions extending heartfelt sympathy to the family of the late deceased brother and directed that our charter be draped in mourning for thirty days as a token of our respect for our departed brother. 238.

## EXPECTS ATTITUDE WILL BE OVERLOOKED.

**Middletown, Conn.**—At present everything is working smoothly with Div. No. 479. Our membership and the management appear to be most agreeably co-operating, much to the advantage of the service and appreciation of the patrons. It shows that courtesy affords a pleasurable satisfaction.

There was a little incident that came to my attention a few weeks ago of which I wish to speak. One of our members got stuck in the last snow storm of the winter season and was compelled to walk some distance before a car overtook him and, whether it was done as a joke or not, it certainly did not indicate to me the interest that one member should take in another when the car passed the brother up. The motorman of that car should place himself in the place of the unfortunate brother who had to walk a long distance under such conditions. All that was required of him to show that he possessed a little of the spirit of human kindness was to slow his car and let the brother board it. It would do well for such a man to refresh his mind on the obligation he has taken.

Brother Townsend is busy contemplating the future these days.

It would be well if the brothers of the Bowling Team would take an occasional day off before the first Wednesday of the month and get a little practice.

The first of June is approaching. It is a date prior to which, if at any time of the year, our members should be prompt in attendance at

meetings. True, there are those who never wear a button because they hesitate to pay a dollar dues into the Association. There is never any hesitancy on their part to take the advantages that come through the Association, and at each previous settlement those advantages have been sufficient to show that the investment in the Association brings a very good return. There is no doubt that our pending settlement will bring a further return. Yet there is he among us who hesitates to strengthen that return by showing himself man enough to join with his fellows. If anything comes of our effort to advance our wages every man on the road will know and clearly understand that the motorman or conductor who is not in our Association contributed his non-membership to defeat the effort of his fellows to secure an increase in wage in which he himself is sure to participate. Still he expects his associate employees to overlook his attitude and respect him as a man among men. 479.

## LITTLE REASON NOT TO BE PRESENT.

**Stamford, Conn.**—Div. No. 443 holds meetings regularly the last Friday of each month. The meetings are held in two sessions, one at 8 o'clock in the evening and one at midnight. The meeting place is over the Olympic Candy Company on Atlantic Street. There is little reason why every member should not be present at one of the sessions of each monthly meeting.

Our sick committee has divided its territory into districts. This came as a suggestion from Brother Canfield. He has been engaged in the work for a number of years and deserves much credit from the membership of our Division for his devotion to this feature of our local.

Brother George McElhose has suffered much from rheumatism, but has recovered from the sick list.

Brother Henry Conron has fully recovered from a serious operation and is again seen on the Springfield line.

Brother Ed. McGee is proving to be a first-class financial secretary.

Brother McCullough may be seen in the orchestra loge at the Alhambra every Thursday, but not alone. 443.

## EXPERIMENTING WITH NIGHT SERVICE.

**Bridgeport, Conn.**—Our company at this time is experimenting with all-night service.

Due to the flourishing condition of the city the center of Bridgeport is becoming very congested. This may account for the number of motormen changing to the back end.

The recent untimely death of Brother Shaw has taken from us a devoted member and from the company an efficient employee.

The demand for men in this town has become so great that the company is paying men while breaking in. This has been the means of securing employees that could not have otherwise been persuaded to come into the service. 4090.

## PROSPEROUS SEASON LOOKED FOR

**Easton, Pa.**—Bros. W. O. H. Smith and Oscar Hayes, who several weeks ago were most seriously injured in an accident, are now at their homes on the road to recovery.

Div. No. 169 has experienced what seems to be a great amount of sickness among her members during the past winter. Among those who have recovered and again at work are Bros. Al. Werkheiser, T. Middaugh, John Donecker, W. H. Smith, W. B. Jamison, C. Williams and Wilhelm.

Attendance at our meetings has improved very much and our officers are much encouraged.

Business is generally good in Easton and a prosperous season is looked for. H. B. C.

## TRIBUTE TO LATE MANAGER.

**Pottsville, Pa.**—Captain William B. Rockwell, general manager of the Eastern Pennsylvania Railways Company, with main offices here, died at the Polyclinic Hospital, Philadelphia, Sunday morning, April 30, while undergoing a trivial operation for a nostril disorder. He succumbed under the influence of ether. He was fifty-seven years of age.

Captain Rockwell came to Pottsville from Syracuse, N. Y., in June, 1910. He improved and enlarged the local trolley system and made it second to none for a community of our extent. Just a few days ago, Shenandoah, our county metropolis, and Pottsville, the county seat, were connected by trolley through his efforts. This practically connects all important towns in Schuylkill county.

Captain Rockwell was a known, tried and true friend of organized labor. He always treated with the organization fairly. He recognized the value of organization to employees. On more than one occasion he helped some of our trainmen out of some very bad predicaments.

Our late manager was buried in Scranton, May 2. He was captain in a regiment from that city that took part in the Spanish-American war and was a descendant of one of the old families of Scranton. The floral tribute of Div. No. 118, with which we feebly expressed our esteem for the late Mr. Rockwell, consisted of a floral passenger car fifty-four inches long by twenty inches high and was commented upon as a most impressive tribute.

Let us trust that the successor of Captain Rockwell will prove as genial and appreciative as he in his associations with our membership.

THOMAS C. MCGOVERN, Cor.

## DETROIT DIGEST.

As an aftermath of the organizing of the new Toledo local, Business Agent Fred Castator of Div. No. 26 has been busy completing the organizing of the Detroit, Monroe and Toledo Short Line. At a recent meeting of the local it was voted to retain the motormen and conductors of that system as members of Div. No. 26. These members had previously voted almost unanimously to retain such membership. The question was as to whether a separate charter should be granted these members or they should be retained in membership in the Detroit local. By practically a unanimous vote of the two bodies of men they will remain a part of the Detroit local. Due to conditions in Toledo prior to the organizing of the men of that city these men were compelled to retain secret membership.

At the last meeting of the local it was voted instructing Secretary-Treasurer Neil McLellan to purchase 2,000 additional shares of Labor Temple stock. This additional purchase puts the Detroit local in possession of 4,000 shares and makes it doubly the largest stockholder in the proposed undertaking. Aside from these 4,000 shares several shares are held by the members as individual stockholders. Stock is purchased by the members on application to the secretary-treasurer and it may be predicted that fully 1,000 more shares will be taken by the members individually.

Much discussion was entertained at a meeting of the local upon the question of efficiency of service. It was believed by many who entered the discussion that assistance could be rendered by the company indicating by marker on the curbstone or otherwise the location of stops. It was stated that much time is lost and much inconvenience to the public caused by the patrons not understanding the actual location of stops. Passengers are required to enter the cars at the rear end and in making near-side stops fully one-third are required to walk back the length of the car or even more to get aboard, consuming much time and oftentimes prospective passengers standing on the sidewalk make no signal to the motorman who naturally assumes that they are waiting for

the car to pass for an opportunity to cross the street. Markers, it was held, would assist materially. One member suggested that the matter be taken up with the company with the view of having a continuous discussion published in the "Electric Railway Service" pamphlet issued by the company to the passengers each week. This, it was held, would enlighten many of the passengers and add to efficiency in this line.

The officers of Div. No. 26 have been instructed to submit to the company a proposition for installing seats for conductors on pass-as-you-enter cars.

The matter of circulating a petition to have placed upon the state election ballot a law to dispute anti-injunction law was brought before the local by President Anderson. Reports upon the progress of these petitions indicate that Div. No. 26 will be in the lead in securing the proper number of signers to have this placed upon the ballot. MACK.

## EXPECT PROSPEROUS SUMMER.

**Mars, Pa.**—On account of youthfulness, Div. No. 678 having been organized in June, 1910, no attempt has previously been made to exploit any of our achievements. Since we hold our heads erect we will now make our debut into the select society of the old stage locals whose doings are chronicled each month in the M. and C.

Our officers are: President, C. A. Proffert; first vice-president, W. J. Weissert; second vice-president, A. P. Cralt; treasurer, C. Fry; financial and recording secretary, W. E. Staaf. We have an excellent executive board, some of whom served as such while members of Div. No. 223 of Butler, and we expect good results in negotiating our new agreement.

Div. No. 678 meets the first Friday of each month; first session, 10 o'clock a. m., and the second, 8 o'clock p. m., at M. W. of A. Hall.

We are looking forward to a most prosperous summer. Prosperity seems to abound all about us, and as our company believes in the best of equipment and an A. No. 1 track, we expect to burn'er up this summer. We have thirty-eight miles to operate, thirty-three being private right of way and five miles over the Pittsburgh Railways Company's track. We have eleven passenger cars and two freight. Our freights are for boys of no small ability, as any who have worked them can testify, and a good passenger service. 678

## A GOOD MARKER.

**Lexington, Ky.**—On April 3, Div. No. 62 held a well attended meeting. It was a good marker for the future.

Brother Ora Jacobs and family are enjoying his new auto.

Brother Mack Sutherland may be seen any fair day exercising his pony.

Brother D. Eldrede is enjoying a recently acquired new home.

There are some men among us who seem not to be bad fellows who are a little slow getting into the organization. This should not be, as it is a privilege that men on unorganized roads would highly prize. Men go on strike to become members of a labor organization.

Brother J. C. Carpenter is again on the job, after two weeks' illness.

Brother G. I. Thomas has been very busy recently working on the magazine fund.

Brother M. Aynes, after an absence of three days from an accident, is again at work.

Brother O. Cox has recovered from a recent illness.

Remember, brothers, it is against the rules to stand on the front end and talk to the motorman while the car is in operation. There can be no serious objection to the rule and trouble can be avoided by observing it.

Brother John Anderson is starting to erect his second house.

## WAGE RATES INCREASED.

Hubbard, Ohio.—Div. No. 654 extends thanks to Brothers J. W. Aldrich and H. E. Garl for the efficient service rendered the Y. & S. boys on the joint board in the consummation of our recently renewed agreement in which we obtained another substantial increase in wages. Our rates of wage under the agreement for this year will be 27½¢ per hour for first year service men, 30¼¢ per hour for second year service men and 33¢ per hour for those of two or more years of service. Beginning with April 1, 1917, a year hence, the wages will be for first year service men, 27½¢ per hour; second year service men, 31¼¢ per hour, and to those of two or more years of service, 34¼¢ per hour. Our old rates were 27¼¢, 29¼¢ and 31¼¢ per hour, in accordance with term of service classification.

Brother Charles Craig has resigned his position with the Y. & S. and accepted a new post of duty at the Hubbard Furnace.

Brother Tom Hammond recently returned to the service as conductor.

Rumor has it that Brothers Eddie Follmeyer and Frank Oliver have filed applications for road officer. Eddie thinks Frank is too light for the job.

Brothers Hay and Foreman are complaining of the advance in gasoline. Time is at hand for riding, the expense of which with them depends upon gasoline prices. They have petitioned Congress for an investigation.

Brother Wm. Cole is pleased with the new freight run on the New Castle division.

Masury, one of the Ohio cities through which we pass, appears to be taking on new life. A company of men, formerly of the Petroleum Iron Works, have bought the Masurite Explosive plant and are to convert it into a tank-car works. A large force men are at work wrecking the old buildings to make place for the new.

Brothers Collett and Foreman are rejoicing at the return of their rabbit dogs.

CASTLE.

## DID CREDIT TO THE OCCASION.

Hyde Park, Mass.—The annual ball of Div. No. 378 took place Friday evening, April 28, at Memorial Hall, Dedham. Conductor Birnie, with his lady friend from Arlington Street, led the grand march, and they did it in a way that was a credit, not only to themselves, but to the occasion. The event was a decided success.

In attendance at our Memorial Hall event were Superintendent Hayes and family of the Hyde Park Division and Foremen Martell, Holmes and Flaherty. The buffet lunch was pleasing to every palate about the board.

Our dance committee deserves credit for the success of the Memorial Hall ball and comprised Brothers James W. Quinn, chairman, John Lyman, treasurer, Thomas F. Devine, secretary, Joseph P. Conroy and Staley J. Weliber. The night of the ball was a bad one from weather conditions, but it did not keep the crowd away, and Bro. Bill Brymer with his two assistants were buried alive in the check room.

Brother John King settled affairs here and has gone to Panama.

It is "Yes, madam," to the ladies with Bro. Casey.

Brother Frank Jewett narrowly escaped the Animal Rescue League ambulance as it stopped at his door a few days ago.

Brother Goodwin holds the record for turning trolleys on the semi-convertible cars.

Brother Gilbert has popularized himself by his modesty and decorum.

Brother Hartnet is again at work after a serious illness.

HAPPY.

It has been my privilege for a third of a lifetime to object to the presence of lawyers in the attempt to bring about an adjustment between employers and employees. There have been few cases where I have failed in this endeavor that have been marked with success.—Sam Gompers.

## EAST LIVERPOOL, O., AGREEMENT.

## ARTICLES OF AGREEMENT.

Entered into this 1st day of May, 1916, by and between The East Liverpool Traction & Light Company, their successors and assigns, party of the first part, hereinafter called the Company, and The Amalgamated Association of Street & Electric Railway Employees of America, Div. No. 52, of East Liverpool, Ohio, Employees of said Company, party of the second part, hereinafter called the Association.

WITNESSETH:—That in the operation of the lines of the party of the first part, both parties hereunto mutually agree to the covenants and agreements hereinafter stated, as follows:

Section 1. That the Company through its properly accredited officers will continue to treat with its employees, to-wit, Members of the Association, and through the properly accredited officers and Committees of the Association upon all matters covered by this agreement.

Sec. 2. That the properly accredited officers of the Association shall have full power to adjust all differences that may arise between the parties hereto with the properly accredited officers of the Company. All differences shall be submitted to the Superintendent of the Company or other officer designated by the Company, by the properly accredited officers of the Association, and if an agreement cannot be reached, the entire matter shall be submitted to the General Manager of the Company. Should he be unable to adjust the difference at issue, the same shall be submitted to arbitration as provided for in said Company's franchise, which reads as follows: "It is a condition of the granting of this franchise that in case said Company and its employees are unable to amicably settle without strike or other interference with public rights, any controversy or difference which may arise between them, then, at the request of either the Company or its employees, or if they refuse, at the request of the Mayor or President of Council, such controversy shall be submitted to a Board of Arbitration consisting of five disinterested persons, one of whom may be selected by said Company, one by the employees and three of whom shall be appointed by the Judge of the Court of Common Pleas of Columbiana County."

In case any of the arbitrators thus chosen shall refuse to act, his place shall be filled by the said Judge of the Court of Common Pleas.

The finding of a majority of this Board shall be final and binding upon all of the parties of the controversy.

The expense of the arbitration shall be borne equally by the Company and its employees, one-half by each.

This Section shall apply to any other company which may hereafter operate cars over the lines constructed under this Ordinance."

Sec. 3. When a case is submitted to arbitration each party shall name its arbitrators within five days, said arbitrators thus chosen shall meet within five days thereafter and continue to meet daily until such time as a decision is reached unless otherwise mutually agreed by the party of the first part and the party of the second part, namely, the Company and its employees. All differences between said parties will be settled as above stated.

Pending the adjustment of any differences there shall be no lockout, strike or cessation of work by either party.

Sec. 4. That any member or members of this Association by act or word interfering or disturbing the course of negotiation between the properly accredited officers of the Company and the Association, respectively, upon any subject whatsoever, or interfering with or disturbing the service in any way contrary to the condition and the spirit of this agreement shall upon satisfactory proof of the same be dismissed from the service.

Sec. 5. When any member of the Association is discharged or suspended by the Company, the nature of the charge shall, upon request, be furnished the Association, but under no circumstances shall any member of the Association

tion be suspended or discharged without first being notified of the charge or cause. In case of suspension or discharge the Company shall investigate within three days and failing to do so the suspended employee shall return to work pending a decision upon the matter of offense complained of. After investigation, if the decision is found favorable to the employee, he shall receive pay for all time lost.

Sec. 6. Members of the Association in the employ of the Company shall be entitled to free transportation on all regular cars operated over all the lines of this Company under such regulations as the Company may from time to time adopt.

Sec. 7. Motormen and conductors shall be promoted to the runs in accordance with their seniority in the service. Barn and shop men and all other employees, members of the Association, when competent, shall be promoted in their respective positions or employments in accordance with their seniority in the service of the Company.

The Company may divide the railway service into interurban and city runs which may be maintained separate and distinct. City men to choose their runs from the city board and interurban men from the interurban board. Board of runs of both the interurban and city service shall be opened for choice of runs in either service only July 15, 1914, and not again until July 15, 1916. Choice in either case to be made within two (2) days after turn comes to select. Any trainman selecting an interurban run who has not worked on the interurban lines, will have to qualify to the satisfaction of the Superintendent of the Company before they are allowed to operate on the interurban lines.

Sec. 8. Motormen shall rank on the list as motormen from the time they are turned in as such, and conductors shall rank on the list as conductors from the time they are turned in as such, and under no circumstances shall any motorman or conductor be placed on the opposite list, except at the foot of same. This Section is not intended to prohibit motormen from conducting or acting as conductor on a run when the necessity demands or vice versa.

Sec. 9. Any member of the Association placed temporarily in other employment by the Company, shall be entitled to his run at the expiration of said other employment.

Sec. 10. Any motorman or conductor member of the Association who shall be elected to office, or assigned to any duties by the Association which requires his or their temporary absence from runs, shall be granted leave of absence without pay, and upon their return they shall be entitled to their respective runs or place upon the Board.

Sec. 11. When any regular motorman or conductor is given leave of absence for a period of thirty days, there shall be a temporary selection of runs, such selections to be confined to those motormen or conductors younger in service than the motorman or conductor given such leave of absence. Vacancies caused by leave of absence for less than thirty days shall be considered as an extra from day to day.

Sec. 12. When a regular or extra motorman or conductor fails to report on time he shall serve one day at the foot of the extra list for first offense, two days for the second, three days for the third inside of thirty days; four misses within thirty days may be sufficient cause for an immediate discharge.

Sec. 13. That all motormen and conductors in the employ of the Company shall become members of the Association as aforesaid.

Sec. 14. A day's work shall be made, when possible, within twelve consecutive hours, including time for meals. No regular runs shall be less than eight hours except by mutual consent. Any extra motorman or conductor called out for extra work or report for same shall not receive less than five hours pay for same in any one day.

Sec. 15. No regular trainman after finishing his run shall be required to do extra work if there are competent men available and the Company will endeavor at all times to provide sufficient extra men so that regular men will not be required to do extra work, except when it is absolutely necessary; in such cases they shall be paid straight time until said overtime

is completed. When a regular late motorman or conductor is required to do extra early service, he shall be paid straight time until the finish of his regular run.

Sec. 16. All motor cars, regular or extra, shall be manned by motormen and conductors of the Association, except Line car and Coal train which shall be manned by a regular motorman who shall be a member of the Association. Trainmen shall be assigned to work trains from time to time by the General Superintendent of Transportation to suit the best interests of the Company, keeping in mind the experience and competency of the trainmen required for this service.

All motormen and conductors to whom students are assigned for teaching the duties of either motorman or conductor shall be allowed twenty-five cents extra per day for this service.

Sec. 17. All employees of the crafts and trades hereinabove specified, not already members of this Association, and all employees of crafts which may hereafter become affiliated with or who properly belong to this Association, shall become members of the Association.

During the continuance of this agreement, the wages for conductors and motormen shall be 26c per hour for the first year of service, 28c per hour for the second year of service, 30c per hour for the third year of service and 32c per hour for the fourth year of service and thereafter.

The wages of all employees at the Barn shall be as follows:

Boss Painter, 35c per hour; Helper, 30c per hour.

Machinists, 35c per hour.

Blacksmith, 30c per hour.

Oilers, 25c per hour.

Carpenters, 35c per hour.

Inspectors, 25c per hour.

Pitman, 25c per hour.

Truck Repair Man, 25c per hour.

Sweepers, 20c per hour.

Laborers, 20c per hour.

Mail Car Cleaners, 20c per hour.

Sec. 18. It is further understood and agreed between the party of the first part and the party of the second part, that in consideration of the foregoing the said employees shall work at all times to the best interest of The East Liverpool Traction & Light Company.

Sec. 19. That this agreement shall be binding and in force between the respective parties for a term of four years, to-wit: on the first day of May, 1916, until the first day of May, 1920, inclusive, and to remain in full force and effect from year to year thereafter, subject to the provision that in the event either party desires to make a change in any Section or Sections of this agreement, a written notice must be served by the party desiring said change upon the other party thirty days prior to the first day of May in the year in which the change is desired. If either party fails to give the required notice, then the terms of this agreement shall remain in full force and effect upon all parties for the term of one year thereafter or until the said annual notice is given by said parties as aforesaid. Further, it is a condition of this agreement that no changes shall be requested in any Section to take effect before May 1st, 1918. In the event of service of said notice said Section or Sections desired to be changed shall be opened for consideration of said change, and should an agreement upon the same not be reached by the parties hereto, it shall be subject to change by application of Sections 2 and 3 of this agreement.

THE EAST LIVERPOOL TRACTION & LIGHT COMPANY,

By C. A. SMITH,  
General Manager.

THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY EMPLOYEES OF AMERICA, DIVISION NO. 52, of East Liverpool, Ohio.

By WM. B. NICHOLSON,  
President of Div. No. 52.

By E. C. DRAY,  
Secretary of Div. No. 52.

## NON-UNION WAGES AND WORKING CONDITIONS.

The M. and C. is in receipt of a communication from Bro. Tom Flynn in which he portrays the conditions of employment he found to exist among street railway employes in Lancaster, Pa., on a recent visit to that city. His letter reads:

"The readers of your publication may be interested in knowing something of the conditions I find to exist among unorganized street and electric railway men throughout the country where I have been. For that reason I am writing you at this time.

"Early in April I had occasion to visit Lancaster, Pa., and as it was the last town I visited where the motormen and conductors are not organized in your Association, I present it as a typical non-union employing concern.

"Lancaster is a street railway community of some 60,000 to 80,000 population—perhaps 70,000. There are between 300 and 400 motormen and conductors employed upon the electric transportation system, which includes city and interurban lines. These men are unorganized and were very timid about talking about their wages and working conditions. But I secured the information and got it thoroughly verified, so that the figures I give you may be relied upon.

"The wages are as follows: On Lancaster city lines a motorman or conductor receives 18c per hour for the first five years of service. For a period of from five to ten years of service he receives 19c per hour. If he stays there over ten years he receives 20c per hour. In the suburban service, for the first year of service motormen and conductors receive 19c per hour; for the second, third, fourth and fifth years of service, 20c per hour; for the sixth, seventh, eighth, ninth and tenth years of service, 21c per hour. After ten years' service, if they still remain in the employment of the company as motormen or conductors they receive 22c per hour.

"I have no idea of the proportion of the men in these various classes, but I was told that there actually were some men who had been there more than the necessary ten years to get the high rates on both systems, although they were very few.

"The hours of regular men in the service range from eight and one-half to fourteen and one-half hours. I was told that on Saturdays, when changing shifts, men work as many as twenty hours within the twenty-four. Extra men have no limited number of hours. I was told that there were times when extra men work as much as twenty-five hours at a stretch, with an hour for one meal relief in this time and, as they put it, they 'eat supper while running.' Extra men told me they were required to devote from two to seven hours a day to the job and often received nothing for it. When I was there, there was a rumor circulated that the company was about to advance the wage rate to the various classes to take effect May 1. No one seemed to know what

the increase would be, but it was generally believed that it would be one or two cents per hour to some or all of the men. They were threatened, however, with a change in the schedules that would cut their time of service down, through which the company would experience an economy that would counteract the expense of any increase expected.

"I did not talk unionism to any of the men. They seemed to be aware of the fact, however, that wages are higher on organized systems.

"Lancaster is a typical Pennsylvania manufacturing city—a sort of overflow town from Philadelphia, and if my experience at the hotel and restaurants I patronized is any criterion, it costs as much to live in Lancaster as it does in Pittsburgh. This I also found verified by those of my own craft.

"I obtained reliable information that the gross income of the street railway system from passenger earnings is at the rate of about a million dollars a year—a little more than that—and that the operating expenses amount to in the neighborhood of less than \$500,000, leaving a net income of something like \$500,000 as a capital investment net income, minus, perhaps, a few thousand dollars in taxes.

"As I write this to your publication I cannot fail to observe that it comes to me that the street and railway men of Lancaster, Pa., are being sheared to the tune of more than \$100,000 per year by the company's system of low wages and economic encroachment."

## A FRANK ACKNOWLEDGMENT.

International Vice-President J. J. Thorpe is in receipt of a letter signed by certain employes of what is called the Lake Shore Electric, operating from Cleveland to Toledo, which reads as follows:

"In behalf of the Lake Shore Electric railway employes we wish to thank you and the Amalgamated Association for our recent raise in wages which you so kindly procured for us. Wish you would especially thank Local No. 268 of Cleveland and also the Elyria local. This is a fine arrangement; you boys go ahead and make the fight and when the goods are delivered leave it to the Lake Shore Electric boys to be on hand to grab it. We realize that it is only from sufferance by your Cleveland local that we are permitted to operate into Cleveland. It is about time our boys got in line and showed a slight appreciation of the benefits we have received through the energy of the members of your Association.

"Yours confidentially, \_\_\_\_\_"

This letter was written by men employed by the Lake Shore Electric, whose jobs would not be worth much to them if their names should be published or become known.

Still a non-union employing concern will say that its men are satisfied and contented to remain unorganized. Here is an expres-

sion of that "satisfaction" and "contentment" by representative men of a company that has been forced to pay reasonably fair wages through the activities of the Association and yet refuses its employes the privilege of being identified as union men. The communication again illustrates the fact that often though men are not organized, yet they are union men at heart and are biding their opportunity to so express themselves publicly.

### INFORMATION WANTED.

Through Div. No. 212, Burlington, Ia., Mrs. D. H. Smith, whose present address is P. O. Box 36, Wheaton, Minn., requests any information obtainable on the whereabouts of her husband, a suspended member of the Burlington local. Mrs. Smith reports that her husband has a wife in Ohio. He is described as of 37 years of age; height five feet and five inches; weight 210 pounds; large hands; round face; dark eyes; black hair; large ears and teeth gold crowned on the inside. Talks a great deal on Seattle, Wash., and Los Angeles, Cal. Has worked at team driving and has a stock of brass tubes for killing dandelions which he may be endeavoring to sell in spare time. Address any information to Mrs. Smith and advise J. Connors, 405 So. Fourth St., Burlington, Ia.

### OPERATING EXPENSE CHEAPENED OUT OF PROPORTION TO IN- CREASE IN WAGES.

In opposing the demand of the steam railway Brotherhoods for the 8-hour day, the railway companies are appealing to public sentiment from every conceivable viewpoint to make the demand appear entirely without the scope of fair reasoning. The most convenient charge with which the roads are endeavoring to gain the public is that the companies are already groaning under the burden of excessive increased wages. Upon this charge the Brotherhoods have issued the following bulletin:

"Any advances in operating costs of the railroads have not been due to added outlays to transportation employes. Train and engine crews have given to the transportation companies more than they have received in increased rates of pay. This fact is clearly shown by the reports of the railroads themselves to their stockholders and to the Interstate Commerce Commission. Although engineers, firemen, conductors and trainmen have received some advances in rates of pay during recent years, they had to work harder and handled more traffic each year for each dollar of additional compensation received.

"Transportation employes are engaged in handling freight and passenger traffic. The requirement for a standard day's work is to haul freight or passengers 100 miles. If the weight of a freight train is increased the cost to the railroads for labor in handling each ton of freight 100 miles is less.

"The constant increasing of train loads

has been the predominant factor in recent railway operating progress. The growth in weight of trains has been more rapid than the advances in rates of pay to transportation employes. Engine and train crews have transported proportionately a greater volume of passengers and freight than they have received increases in wages. As a consequence, the labor cost to the railroads of engine and train crews has decreased.

"During the course of the recent arbitration between the western railroads and their engineers and firemen, it was shown that the proportion of total operating expenses arising from payments to transportation employes was 14 per cent less in 1913 than in 1890. It was shown that wage payments to transportation employes required only 19 cents out of each dollar of revenue earned by western railroads in 1913 as compared with 21 cents out of each dollar of revenue in 1890. When considered on the basis of freight tonnage, it was found that it cost the railroads for wages to locomotive engineers and firemen 65 cents for each 1,000 tons carried one mile in 1890, while in 1913, engineers and firemen transported 1,000 tons a mile for only 33 cents, a decrease of cost to the railroads for these employes alone during this period of slightly more than 50 per cent. It was also shown further by exhibits submitted during the western arbitration that during the more recent years, 1900-1913, the cost to the transportation companies for wages of en-

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Division financial book, 200 pages .....	2.50
Division financial book, 300 pages .....	3.50
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Division financial book, 600 p ges .....	6.00
Duplicate report books, each .....	2.00
Constitutions, in lots of 100 or more, per 100 .....	4.00
Constitutions, in lots of less than 100, each .....	.05
Financial secretary's order book on treasurer .....	.25
Treasurer's receipt book .....	.25
Association badges, rolled gold, each .....	.50
Association badges, solid gold, each .....	1.00
Association buttons, gold plate, each .....	.25
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Association buttons, solid gold, each .....	1.00
Emblem cuff buttons, per pair .....	1.00
Emblem tie clasps, each .....	.50
Association charms, each .....	1.00
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Cuts of official seal for use on printed matter, plain, each .....	.30
Cuts of official seal, with flag design .....	1.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.



gineers and firemen decreased 12 per cent for each 1,000 tons of freight hauled one mile.

"It is apparent from these facts that the productive efficiency of transportation employes has increased faster than their rates of pay. To produce these results for the railroads they had to work excessive hours. The present movement for an eight-hour day is, therefore, a reasonable request by transportation employes to participate in the results of their own labor, not primarily in terms of dollars and cents, but in form of a shorter work day."

The agreement entered into between the members of Div. No. 689 and the Washington Railway and Electric Company of Washington, D. C., embraces a wage scale in Section 2 of said agreement as follows: For motormen and conductors, to first year service men,  $23\frac{1}{2}$ c per hour; second, third, fourth and fifth years of service,  $24\frac{1}{2}$ c per hour; sixth, seventh, eighth, ninth and tenth years of service,  $25\frac{1}{2}$ c per hour; after ten years of service,  $27$ c per hour. The wage rates that prevailed with this company previous to the settlement were: To first year service men,  $21\frac{1}{2}$ c per hour; to second, third, fourth and fifth year service men,  $22\frac{1}{2}$ c per hour; to sixth, seventh, eighth, ninth and tenth year service men,  $23\frac{1}{2}$ c per hour; to those of ten or more years of service,  $25$ c per hour. The agreement with the Capitol Traction Company provides wage

rates of  $23\frac{1}{2}$ c per hour to first year service men;  $24\frac{1}{2}$ c per hour for second, third and fourth year service men;  $25\frac{1}{2}$ c per hour for the fifth and sixth years of service;  $26\frac{1}{2}$ c per hour for the seventh, eighth and ninth years of service and  $27$ c per hour to those of nine or more years of service. The maximum rate paid by this company prior to the wage adjustment was  $22\frac{1}{2}$ c per hour. It will be observed that the increase was  $2$ c per hour to the employes of the Washington Railway and Electric Company and ranged as high as  $4\frac{1}{2}$ c per hour to certain classes of the employes of the Capitol Traction Company. The agreement provides for arbitration of future disputes that cannot otherwise be adjusted and installs the Public Utilities Commission of the District of Columbia as a permanent board of arbitration. No estimate of the aggregate annual increase in wages has been supplied the General Office.

An agreement executed Feb. 26, 1916, by and between the Albany Southern Railroad Co. and Div. No. 506, Amalgamated Association, of Rensselaer, N. Y., increases the wage rate for the first year of the agreement, Feb. 1, 1916, to Feb. 1, 1917,  $1\frac{1}{2}$ c per hour and establishes for that period a wage rate of  $31$ c per hour for passenger service motormen and conductors and  $32\frac{1}{2}$ c per hour for freight, snowplow and express car work. The new wage rate for brakemen is  $24\frac{1}{2}$ c per hour. The agreement is for three years and the wage rate increases  $1$ c per hour to all classes for each of the last two years of the agreement. The rate to prevail for the last year of the agreement in passenger service is  $33$ c per hour; to freight service men,  $34\frac{1}{2}$ c per hour; to brakemen in freight service,  $26$ c per hour. These rates apply to the interurban running south from Albany. The agreement covering the Hudson city street car motormen and conductors increases the rate of wage for the first year of the agreement  $1\frac{1}{2}$ c per hour, with an additional increase of  $1$ c per hour for the second and third years of the agreement. The new rate to the Hudson city men is  $24$ c per hour for the first year of the agreement and  $25$ c per hour for the second and third years of the agreement.

Div. No. 107 of the Amalgamated Association of Hamilton, Ont., on March 21 executed a new agreement with the Hamilton Street Railway Co., that provides wage rates of  $22$ c per hour for first year service men;  $24$ c per hour for second year service men and  $28$ c per hour for those of two or more years of service. Additional provisions of the agreement affecting wages are embraced in Section 3, which provides a guaranteed minimum wage of \$6.00 per week to extra motormen and conductors; Section 4, which provides  $2$ c per hour additional for overtime and Sunday work; Section 5 that includes a provision for ten minutes additional pay on all scheduled runs to cover time necessary to inspect cars and make reports; Section 7, which

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provides that in the purchase of uniforms contracts shall be let by the Association for the supply of uniforms, subject to approval of the company relative to style, color and finish, and the company agrees to pay one-half of the cost of uniforms for each man who has been in the employ of the company for six months prior to the letting of said contracts, with the understanding that in case any employe leaves the service of the company within one month after receiving his uniform, the company may retain from his wages the said one-half cost of uniform and an employe leaving the service of the company after one month and prior to three months' service, the company may retain one-fourth cost of said uniform. The provision also applies to uniform overcoats. Straight wage rates were increased 1c per hour to second year service men and 3c per hour to those of two or more years of service. No increase was granted to the first year service men. The aggregate annual increase will exceed \$16,000.

#### OFFICIAL NOTICE.

Detroit, Mich., April 21, 1916.

To the Membership of the Amalgamated Association of Street and Electric Railway Employes of America:

In order that the Local Divisions may clearly understand our laws regarding the

withdrawal of members who have been less than six months in membership in the Association, I make the following ruling:

Section 132 of the General Constitution and Laws of the Association specifies that no withdrawal card can be granted to a member who has been in membership less than six months. Therefore, a member leaving the service and the Association, who has not yet been a member for six months, is not entitled to a withdrawal card. But Section 83 of the Constitution provides that a member retiring from street and electric railway service shall have the right to retain his membership and be entitled to the privileges of the Association so long as he does not enter employment that is detrimental to the Association's interests. So, if such members desire, under that section they have the right to continue their membership, but where a member leaves the service and withdraws from the Association, who has been less than six months in the service, he is not entitled to a withdrawal card, and should such person again re-enter the service and desire to become a member of the Association, he will have to start in as a new member of the Association.

Hoping this will explain the laws on the subject, I remain,

Fraternally yours,

W. D. MAHON,  
International President.

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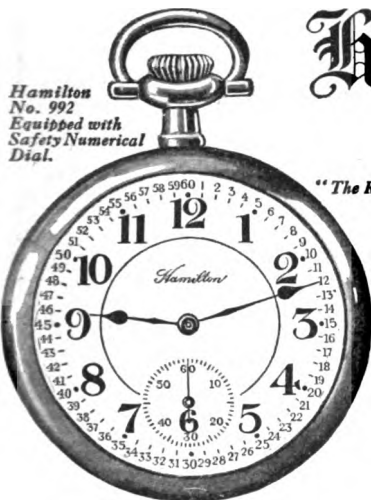
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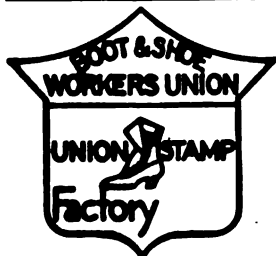
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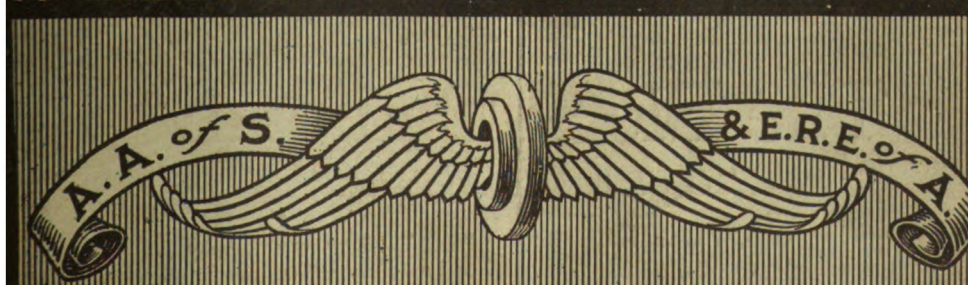
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Vol. 24  
No 7

JUNE

# The Motorman and Conductor

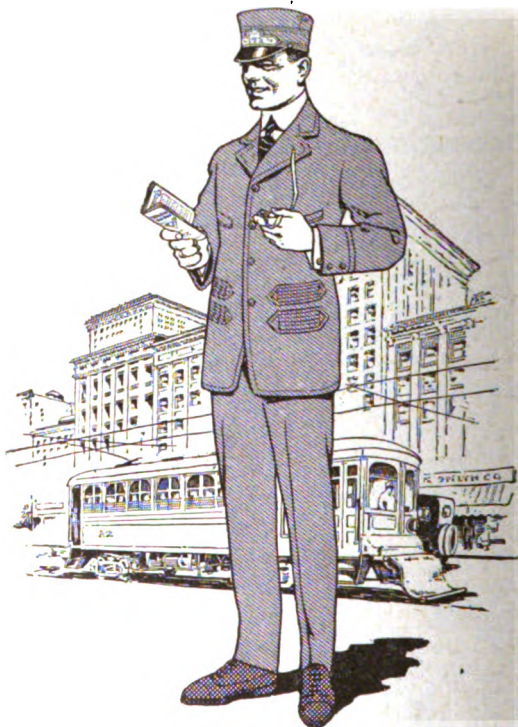


# Introducing Trolley Jim

Boys, this is Trolley Jim. Shake hands with him because he is a friend of all Traction Men.

Trolley Jim is a Traction Man himself and wears a Bloch Uniform of course. He will have a message for you every month on this page, and will tell you just why he considers Bloch Uniforms the best that can be bought.

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## Our New Time Books

Have just been published. We have made a number of additions to them including a Map of the United States, Population of the Largest Cities, First Aid to the Injured, and a Scale of Wages.

A time book will be sent free to every Traction Man asking for one.

# The Bloch Company

*"Uniform Satisfaction"*

Cleveland - - - Ohio



# The Motorman and Conductor

VOL. XXIV.

DETROIT, MICHIGAN, JUNE, 1916

No. 7



Pres. W. D. Mahon, as he was caught by a Cleveland newspaper photographer, while leaving the conference that brought the recent increase in wages to the Cleveland street car men.



## LABOR'S AVERSION TO COURT INJUNCTIONS.

### A Typical Case.

Injunctions issued from Chancery, in principle, are issued to do equity and protect the rights and liberties of men. The logical principle upon which injunction law is sustained is that none can suffer from the fact that the rights and liberties of another are preserved. In other words the injunction is supposed to represent that, by its observance, the legal right and liberty of no person shall be restrained.

The question of restraint and the equity upon which an injunction is granted is determined by the court in chancery who is governed by fixed laws and rules, accepted precedents, etc. If the court errs in its determination, its error is supposed to be subject to correction by appeal.

In that an injunction is accepted not to abridge or restrain legal liberty, it is naturally assumed, and so been held in accordance with precedent, that it extends only so far as it is lawful in its limitations and restrictions.

Wherein parties stand equally before a court, the court recognizes the gravity of the proceedings and acquaints himself to a highest degree of enlightenment in determining upon whether the injunction shall be granted and to what extent. It is a most serious authority, in fact regarded the most serious authority with which a court can be clothed. This from the fact that the constitutional principle of government is designed to protect the governed in their rights and liberty, and states have gone so far as to fix what are termed a bill of rights in their constitutions, safeguarding the right of individuals charged with violations of laws or criminal acts, guaranteeing to the most base of criminals the right of trial before a jury of their peers.

The law permits the injunction only in case of anticipated injury or restraint of liberty and is designed not to interfere with legal rights or legal liberty of any individual, or to prohibit an individual, or individuals, from restraining or interfering with the legal rights and liberty of others, property or person.

The machinery of government is so definitely established and so exercised in defense of property rights and personal liberty that the injunction power of courts is seldom exercised only in cases of protection in special privilege. Property rights, aside from applying to special privileges, are very definitely fixed by statute laws. The government machinery in the exercising of police power pertaining to personal safety and rights is also adequately maintained. Crimes are prevented and criminals are usually speedily brought to justice and the injunction is seldom brought into effect.

Industrial conditions have so improved in the course of time that it has become conceded that individual workmen have a right to collective assembly to the extent of or-

ganizing for their mutual advantage in promoting wages and working conditions. It is unnecessary for any purpose here to treat upon the causes which have led to the admission of the right of labor to organize.

One of the principles of right that sustain organization is that men may do collectively what they have a legal right to do individually. The fundamental force of the organization of wage earners is the right to collectively cease employment, or strike to enforce consideration of a request or demand. It is recognized that of many individuals, employees in common, for one to suspend work to enforce consideration, while legal, is ineffectual. But for the many to suspend work becomes more effective. The effect of the strike has inspired profit-employing concerns to exert every effort to destroy or nullify the effect of organization of employees. A most early and allied defense of the employer has been the injunction, and in this respect the injunction has become common.

It has been said that ninety-nine out of every one hundred injunctions issued throughout the United States during the past ten years have been sought in labor disputes by employing companies. Not until very recently has it been that the merit of the petition for injunction has received much attention. Petitions are usually made to judges whose well-known conception of the rights of labor are convenient to the purpose of the petitioner.

A strike is immediate in its effect. The business of the employing company stops abruptly. Expense and idleness eat into the vitals of the concern. It is the purpose of the employing concern to start the machinery of production at the earliest moment. It is the purpose of labor to hold the machinery of production in idleness until an adjustment of the dispute obtains. To do this labor advises others to refrain from employment and advises against the purchase of an unfair product. The injunction is sought.

The injunction enjoins employees from doing certain things. Not only does it enjoin them from the commission of illegal acts, but from doing things which they have a legal right to do in connection with the strike, such as requesting other employees to refrain from employment, or requesting employees at work to cease work, or advising the public that the product of the concern is unfair. It is true that in respect to those things that the employees have a legal right to do in connection with the strike, they are enjoined illegally and they may yet continue. But the court before whom this question first comes may determine that the acts are illegal acts and impose sentence for disobedience of the injunction, called contempt. The injunction, in all of its effect, is to restrain the employees from exercising the legal right to enforce consideration of a demand or request and the strike remains ineffective so long as the injunction maintains. Usually courts that are obliging extend dates of hearings upon injunction

proceedings and thus extend the life of the injunction until the strike is wearied or exhausted in its effect.

Often injunctions are sought to prevent men from going on strike and continuing the case in chancery until the effort or purpose of the employes is weakened or exhausted and the organization destroyed.

Injunctions serve to delay, but the delay is all in favor of the employing concern—the petitioner. A judge who issues injunctions indiscriminately in labor disputes, in the event that the injunction is in error, conveniences it to the employer by continuing it from time to time for various hearings, so that it will have the same effect as though it were a legal injunction. All these things are done in spite of the very best legal talent available to labor in contesting such cases.

The absolute unfairness of the injunction and its proceedings and its effect upon labor is clearly apparent. Companies have been extended the privilege of demoralizing or destroying labor organizations through the aid of the injunction. Strikes have been broken by injunctions. Lockouts have been made effective for employing concerns through injunction proceedings and in most cases there is not even a suggestion of crime or criminal intent or illegal purpose shown to have been the intent of employes. They are not criminals and civic interests have not been served by the injunction.

#### The Typical Case.

The case of the Indianapolis Traction Company against the members of Div. No. 645, employes of the company, and President William D. Mahon and others of the Amalgamated Association, is one of the multitude that illustrate the use of the injunction. The original restraining order in this case was issued September 23, 1914, more than one and one-half years ago. Nearly a week later, and without a particle of evidence to sustain the suggestion that the employes were about to do any illegal act or go on strike, the restraining order was continued by temporary injunction decree and a hearing on the temporary injunction was held November 7, 1914. The basis of the petition was the charge that the employes were about to violate a strike settlement agreement and at the hearing there was evidence showing conclusively that the company was violating the agreement and that the employes had not, but were endeavoring to obtain its observance. In spite of the evidence the judge saw fit to grant the injunction drawn by the attorneys of the company. The injunction, in effect, was a permit to the employing company to continue violation of the agreement and persecution of the employes for membership in their Association. The employes enjoined and the Amalgamated Association immediately took appeal. The street railway was given extension after extension of time in which to file their statement against the appeal.

The injunction was granted in direct vio-

lation of the Clayton Anti-Injunction Law. This case of appeal, during which the injunction has prevailed, continued in chancery for more than one year before it received a hearing, although such cases are supposed to move rapidly through the court and receive precedence over other cases.

Had this delay been through direct collusion with the company, it could not have been more compromising to the interests of the employes, members of the Amalgamated Association, and more to the advantage of the employing company. During this period the company has used every artifice within its means to destroy the organization. It has not been the fault of the court or terms of the injunction that there yet exists an organization among the employes of the Indianapolis company. Four months' additional time has elapsed since the case was argued in appeal and no decision has yet been rendered and the employes, members of Div. No. 645, are yet without relief and the company continues to violate the strike settlement agreement.

As before stated, this is one of many illustrations of antagonism of trade unionism by the courts through injunction proceedings, an antagonism equally as severe in all intents and purposes as could be exercised by the most tyrannical despot—a sample of the justice that comes to labor at the hands of the court through injunction proceedings.

And yet labor is charged with exercising unreasonable prejudice against courts and against the injunctions in labor disputes.

Not only does the Indianapolis injunction restrain the employes from going on strike—an act which they had no intention of putting into effect at the time the injunction was granted, and evidence to that effect was before the judge that granted the injunction—but it denies to the employes the right of exercising any effort to effect an observance of the strike settlement agreement by the employing company, and orders them to respect a substitute so-called service agreement illegally imposed upon many of the employes by the company.

Such experiences inspire a suspicion on the part of labor that courts are decidedly one-sided in matters of labor disputes. It supports the enunciated principle that "when the spirit of liberty has failed, and truth and justice are disregarded, private rights can easily be sacrificed under court rulings."

Can there be constituted a more agonizing and terrorizing despotism?

#### The Typical Injunction Judge.

The Indianapolis case, as usually do other labor injunction cases, also typifies the character of judges before whom labor injunction petitions are filed.

At the hearing, during which evidence was taken, the plaintiff called to the witness stand different defendants against whom the proceeding was directed. In conducting examinations the court assisted the plaintiff's attorneys and took occasion to terrorize, or attempt to terrorize those wit-

nesses, going so far as assisting the company's attorneys to confuse one of the witnesses by threats of conviction upon the charge of perjury, etc. In another case the judge openly charged that a witness whose evidence was favorable to the defense had sworn falsely and intentionally so sworn. On another occasion he pronounced the Clayton Law to be "buncombe," using snarling, insolent language in his attempt at derision of the measure and charged the United States Senate with insincerity in the enactment of such a law and with playing politics beneath the dignity that should characterize such a legislative body. Again, in granting the injunction the judge allowed to be included the entire phraseology and subject matter written into it by the attorneys of the plaintiff.

A judge appointed by the Employers' Association from qualification as subservient to employing corporations, without respect to justice or equity, could not have better served the designs of the Indianapolis Traction & Terminal Company against the organizing of its employes or the maintenance by them of organization.

Understand, the defendant—trade unionism—had no choice in the selection of a judge. It could depend only upon appeal and in that only subject to such delays as the course of the appeal might experience, whether through prejudice against the interests of the appellants or not.

Let this carry with it a suggestion of some justification of the attitude of labor towards labor injunctions and courts that convenience themselves to their issuance.

THE UNION LEADER.

## SICK AND DEATH BENEFITS THAT ARE PAID BY LOCAL DIVISIONS.

By W. D. Mahon.

In giving the information on the amount that Local Divisions have paid during the year 1915 in Funeral and Sick Benefits, it is done for the information of the membership that they may study and understand this important subject. One of the important things of any organization is that of taking care of its sick members, burying its dead and looking after the welfare of the children and those who are dependent upon the members in this life. The reports of 1915 showed—and I want to reiterate—that there were paid in Funeral Benefits by Local Divisions, \$79,356.03, and in Sick Benefits, \$83,303.97. This is what has been reported. More than this was paid because some Divisions neglected to fill out our blanks and give us the proper reports. It is hoped that in the future when these blanks are sent out that every secretary will carefully fill them out, giving the exact amount that has been expended, in order that we can show to the world what our Association is doing in the way of burying its dead and caring for its sick members and those dependent upon them.

In continuing our reports they show as follows:

Div. No. 240, Chelsea, Mass., does not pay Death Benefits, neither does it pay Sick Benefits, but donates to sick members and takes up collections, also donates for floral wreaths for the funeral of deceased members. During the year the Division donated for floral wreaths, \$60.00, and to sick members, \$170.00.

Div. No. 241, Chicago, Ill., pays upon membership of one year or less, \$100.00 in case of death, and after two years' membership, \$200.00. It also donates for flowers and carriages at funeral. During the year, donated for flowers and carriages, \$2,957.65. The Division does not pay Sick Benefits, but takes up voluntary contributions at the various barns or stations, and during the year took up in these collections for sick members, \$30,999.48. Paid out in Death Benefits during the year 1915, \$21,400.00.

Div. No. 242, Montpelier, Vt., does not pay Sick or Death Benefits.

Div. No. 243, Taunton, Mass., pays Death Benefits as follows: On the death of a member they take up a collection of \$1.00 each from their membership. On death of a member's wife they pay \$50.00 and on the death of a member's child, \$25.00. During the year 1915, paid out in Death Benefits, \$75.00. The Division also pays Sick Benefits to the amount of \$7.00 per week for seven consecutive weeks and can give ten weeks' benefits if needed. During the year 1915, paid out in Sick Benefits \$410.00.

Div. No. 249, Reading, Mass., does not pay Sick or Death Benefits.

Div. No. 252, Steubenville, Ohio, does not pay Sick or Death Benefits.

Div. No. 253, Quincy, Mass., does not pay Death Benefits but pays a Sick Benefit of \$5.00 per week for ten consecutive weeks in any one year; paid out during the year 1915, \$1,225.00.

Div. No. 256, Sacramento, Cal., pays Funeral Benefits of \$100.00. Paid out during the year 1915, \$200.00. Does not pay Sick Benefits but makes donations. Donated during the year 1915, \$25.00 to sick members.

Div. No. 261, Lawrence, Mass., does not pay Death Benefits but pays a Sick Benefit of \$6.00 per week. Paid out during the year 1915, \$817.81.

Div. No. 262, Norwich, Conn., does not pay Death Benefits, but contributes \$10.00 for flowers in case of a deceased member. On the death of a member's wife they take up a collection of 25c per member, the same collection being taken up in case of the death of a member's child. The Division pays a Sick Benefit of \$2.00 per week for five weeks, and \$1.00 per week for seven weeks. Paid out during the year, \$62.00.

Div. No. 265, San Jose, Cal., in case of the death of a member, all members are assessed \$1.00, which is paid to the beneficiary. During the year paid out \$135.00 in Death Benefits. The Division pays a Sick Benefit of \$5.00 per week for seven weeks in any one year. Paid out during the year in Sick Benefits \$367.15.

Div. No. 268, Cleveland, Ohio, pays Death Benefits, but did not make statement in report as to the amount or how paid. Paid out during the year 1915 in Death Benefits, \$5,318.50. Does not pay Sick Benefits.

Div. No. 269, Derby, Conn., does not pay Death Benefits. Pays a Sick Benefit of \$4.00 per week for ten consecutive weeks in any one year. During the year 1915 paid out \$310.00 in Sick Benefits.

Div. No. 270, Gloucester, Mass., does not pay Sick or Death Benefits.

Div. No. 272, Youngstown, Ohio, has adopted a new system of assessing all members \$1.00 in case of the death of a member. Does not pay Sick Benefits.

Div. No. 246, Salem, Mass., does not pay Funeral Benefits. In case of sickness pays all dues of the members. During the year paid \$132.00 for sick members.

Div. No. 279, Ottawa, Ont., does not pay Funeral or Sick Benefits.

Div. No. 280, Lowell, Mass., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 per week for ten weeks in any one year. Paid out \$900.00 during the year 1915.

Div. No. 281, New Haven, Conn., does not pay Funeral Benefits. Division pays a Sick Benefit of \$5.00 per week for ten weeks each year. Paid out \$2,030.00 in Sick Benefits during the year 1915.

Div. No. 282, Rochester, N. Y., in case of the death of a member pays \$1,000.00. Paid out during the year 1915, \$3,000.00. Does not pay Sick Benefits.

Div. No. 284, Nashua, N. H., does not pay Funeral Benefits. Division does not now pay Sick Benefits but did pay Sick Benefits of \$4.00 per week for six weeks and \$2.00 per week for six weeks, but has discontinued Sick Benefits. Paid out during the year in Sick Benefits, \$90.00.

Div. No. 285, Steubenville, Ohio, does not pay Funeral or Sick Benefits.

Div. No. 293, Marion, Ill., does not pay Funeral or Sick Benefits.

Div. No. 302, Marinette, Wis., pays Funeral Benefits only in case of the death of a child of a member. In that case they pay \$10.00. Pays Sick Benefits of \$1.00 per day after one week for five successive weeks in any one year. Paid out during the year 1915, \$39.00.

Div. No. 304, Glens Falls, N. Y., does not pay any Funeral Benefits. Division pays a Sick Benefit of \$5.00 a week for four weeks. During the year 1915 the Division paid \$370.00 in Sick Benefits.

Div. No. 308, Chicago, pays a Funeral Benefit of \$200.00 after one year, to the beneficiaries of a deceased member. They paid out \$7,800.00 during the year of 1915. The Division does not pay Sick Benefits.

Div. No. 313, Rock Island, Ill., pays Funeral Benefits as follows: An assessment of \$1.00 is collected from each member in case of the death of a member, and paid to the beneficiary. In case of the death of a member's wife 50 cents is collected and paid to the husband. In the case of the death of a member's child 25 cents per member is collected and paid to the brother. During the

year 1915 they paid for the death of members, \$958.00; on the death of members' wives, \$195.50, and on the death of members' children the paid \$191.25. The Division pays a Sick Benefit of \$4.00 a week in case of sickness. Paid during the year 1915 in Sick Benefits, \$215.35.

Div. No. 310, Beaumont, Texas, does not pay Funeral or Sick Benefits.

Div. No. 312, Davenport, Iowa, pays on the death of a member of less than six months an assessment of 50 cents per member; on a member over six months they pay an assessment of \$1.00 per member. In the case of the death of a member's wife they pay 50 cents per member, and on the death of a member's child they pay 25 cents per member. During the year 1915 they paid out totally in Death Benefits, \$1,219.00. The Division pays a Sick Benefit of \$7.00 per week for ten weeks in one year, and during the year 1915 paid out \$505.00 in Sick Benefits.

Div. No. 333, Battle Creek, Mich., does not pay Funeral or Sick Benefits.

Div. No. 343, Kalamazoo, Mich., does not pay Funeral Benefits. Pays a Sick Benefit of \$7.00 per week, and paid out during the year \$325.00 in Sick Benefits.

Div. No. 358, Cumberland, Md., does not pay Funeral Benefits. It does not pay a regular Sick Benefit but donates to sick members according to circumstances. Paid out during the year \$50.00 in Sick Benefits.

Div. No. 360, Alliance, Ohio, does not pay Funeral or Sick Benefits.

Div. No. 373, Hyde Park, Mass., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 a week starting with the second week of sickness and pays for eight weeks in any one year. Paid out during the year 1915, \$225.00 in Sick Benefits.

Div. No. 379, Niles, Ohio, pays a Funeral Benefit of \$125.00 in the case of a deceased member. Paid out during the year \$125.00 in Funeral Benefits. Pays a Sick Benefit of \$7.00 per week for the first twelve weeks of sickness and \$4.00 for the second twelve weeks of sickness in one year. Paid out during the year, \$173.00 in Sick Benefits.

Div. No. 380, Elyria, Ohio, pays a Funeral Benefit of \$100.00 in case of a deceased member. Donates \$5.00 for floral wreaths in the case of the death of a member's wife or a member's child. Paid out during the year, \$110.00 in Funeral Benefits and floral designs. Pays a Sick Benefit of \$3.00 per week for thirteen weeks, and during the year 1915 paid out \$208.00.

Div. No. 382, Salt Lake City, Utah, pays a Funeral Benefit of \$500.00 in case of the death of a member of the Division, in good standing. On the death of a member's wife they pay \$100.00 and on the death of a member's child they pay \$10.00. During the year 1915 they paid out \$1,352.50 in Death Benefits. The Division pays a Sick Benefit of \$7.00 per week for sixteen weeks and \$3.50 per week for the second sixteen weeks in any one year. Paid out in Sick Benefits during the year 1915, \$2,468.00.

(To be continued.)

## ESTABLISH SIX DAY WEEK.

Persistent effort of the street and electric railway employes of British Columbia through the Amalgamated Association locals of that province has resulted in the effective establishment of a six-day week in street and electric railway employment. This does not mean that service will be abandoned on the seventh day. It means that no motorman, conductor or other employe shall be required or permitted to work in excess of six days in any continuous seven days. The provision will provide employment for approximately 15 per cent more men in the car service than obtains under the seven-day week apportionment of runs.

Some weeks ago, as per report of the correspondent of the Vancouver local, the British Columbia locals of the Amalgamated Association presented to Provincial Premier Bowser the proposition for establishing a six-day week by law. Later the B. C. E. company protested against such legislation. Premier Bowser then summoned representatives of the company and employes to appear before him in joint conference. Representing the employes at the conference were President W. H. Cottrell and Business Agent Fred A. Hoover of Div. No. 101 and President Thos. H. Nock of Div. No. 109. General Superintendent Murrin of the B. C. E. Rys. appeared to represent the opposition. A report and the result of the conference is made by the B. C. Federationist under date of April 7, as follows:

"Premier Bowser opened the conference by saying that the representations of the men and the company were greatly at variance, and that the latter contended that the real end sought by the men was the obtaining of shorter hours with a view to paving the way for increased pay.

"Mr. Hoover denied that the men had any such idea in mind. It was considered that a six-day week would be an all-round benefit. The men would then obtain some stated extended time for pleasure or to spend at home with their families. From the standpoint of the company, the movement was along the lines of greater efficiency, as it was in perfect harmony with the principle of 'Safety First,' a movement for the advancement of which the great railways and many street car companies of the continent were now expending large sums. Mr. Hoover then went over the ground covered at the former hearing as to the conditions prevailing in other sections of Canada.

"General Superintendent Murrin disputed the contentions of Mr. Hoover. He said the company was working with its men under an agreement much harder than that governing other companies. The seniority rule in connection with 'signing up' was not the general practice elsewhere, and this point had a direct bearing on the question under discussion. Personally, he did not believe that the idea of the six-day week rep-

resented the desire of the men as individuals.

"Mr. Hoover and his associates stated illustrations in opposition to Mr. Murrin's contentions as to the working agreement and the signing of the running sheet. As to the men desiring the six-day week, Mr. Hoover said he was in a position to know the wishes of the men and suggested that Mr. Murrin post a sheet on which the men were to express their views on the subject. This offer was not taken up.

"Mr. Murrin then contended that the service demanded by the public on holidays would not be possible if the men's request was granted. The whole proposal covered a plan which was too rigid and did not provide the degree of flexibility necessary for the operation of a street car system. The plan would also make it necessary to increase the number of Sunday runs.

"Mr. Hoover replied that the six-day week was being worked out in Toronto, Winnipeg and other centers, which proved it could be carried out here. The men did not wish in any way to interfere with good public service and were always willing to consider demands which would come under this head. On the point of Sunday operation, there were now only 236 runs for that day, as compared with 241 runs on weekdays, beside the short-hour specials.

### Premier Decides for Employes.

"After further general discussion of the case, Premier Bowser said that the representatives of the employes had proven their case and asked the company's officials if they would make arrangements to carry it into effect. Mr. Murrin replied, pointing out the difficulties in the way, but the premier insisted that provision be made for generally meeting the employes' request.

"The premier made it plain that, should the company not arrange a schedule along the lines of his decision and mutually agreeable, the men would be protected in their claim through an amendment of the provincial tramways act, which would give the lieutenant-governor in council power to demand provision for a six-day week for the men.

"Representatives of the street railway men's union state that there are some detailed points in connection with the six-day week which must still be considered. These matters will be taken up at the next meeting of the various divisions, and arrangements were then made for a full discussion of the subject with the company.

"One phase of the case is that the six-day week will provide for the employment of a larger number of men on the cars."

### TRIBUTE TO CENTRAL BODY.

Relative to his recent work in organizing Div. No. 704, Little Rock, Ark., and obtaining a working agreement for the newly instituted local, International Vice-President Ben Commons pays high tribute to the Little Rock Central Trades and Labor Council for the generous assistance he received in his work by representatives of

that body. The committee of the Central Trades and Labor Council that assisted Brother Commons and our Little Rock membership, both in organizing and agreement work, consisted of Vice-President John Mitchell of the Arkansas State Federation of Labor, President J. H. Beerstecher and Vice-President C. C. Tipton of the Central Trades and Labor Council, President E. L. King of the Allied Railway Trades and Business Agent Jesse M. Tace of the Building Trades Council.

The agreement negotiated with the company embraces the usual features of recognition, arbitration, wages and working conditions. The Association membership clause of the agreement is Section 4, which reads: "Section 4. The company agrees that all employees mentioned in Section No. 1 of this agreement may become members of this Association, and such employees as may become members shall remain members in good standing in the Association during the life of the agreement." This provision does not require all employees at the time in the service to become members of the Association, but those who do become members will be required to so remain. The agreement provides for an increase in wages to take effect Jan. 1, 1917.

Bearing upon the agreement and as an expression of his confidence in the representatives of labor with whom the agreement was negotiated, President D. H. Cantrill of the employing company gave out a statement for publication as follows: "From the spirit of fairness manifested by the representatives of these organizations, we believe the public will continue to receive safe transportation and more courteous consideration from our employees."

Vice-President Commons' reference to the representatives of the Little Rock central body is only in confirmation of the importance of Central Trades and Labor Councils as factors in the American labor movement. They are units of the movement that are deserving of the highest support and respect of the general membership. The confidence expressed by President Cantrill of the employing company is most gratifying and should serve to inspire a determination on the part of our membership that it will not be betrayed by the character of workmanship that they, as trade unionists, will supply the company and public under the agreement.

### A DANGEROUS ENCOURAGEMENT.

In a recent debate in the United States senate upon the scheme to federalize the National Guard, Senator Borah of Idaho, in opposing the measure, called attention to the West Virginia coal strike and other occasions on which state militias were used for strike breaking purposes. He charged that to enact the proposed federalizing law would place the National Guard on the federal pay-roll and extend a dangerous encouragement to its use by state officials for purposes outside of the civil law. He

charged it would be federalizing the police force of the state, so far as payment went, without assuming federal control of its uses. It would put on the national pay-roll nearly 300,000 men and leave them in the business and politics of their respective states, giving them the authority of military organization to be utilized by and within the state. "You are undertaking to make a national force out of that which is perceptibly and distinctly imbedded in the politics of the state. The National Guard denies that it is in politics, but notwithstanding denials it is, and cannot help but be," he said.

April 1 the Civic Branch of Div. No. 113, Toronto, Ont., embracing the employees of Toronto's municipally owned and operated street railway lines, held a meeting at which they indulged special deliberation upon the question of wages. The municipal street railway motormen and conductors receive 27½¢ per hour flat rate, free uniforms and two weeks' vacation each year, with pay. Some four hours' deliberation at the meeting was given upon the question of applying for an increase in wages. It was finally unanimously resolved that: "While there has been a large increase in the cost of living (in Toronto) since the present standard of wages was fixed, we realize that any increase that we would receive at this time would mean increased taxation on the rate payers, who are at present heavily taxed, many of them being working men like ourselves, struggling to maintain those dependent upon them and hold their homes, which they were forced to buy during the time of the boom in order to keep a roof over their heads. Therefore, we will refrain from making any requests at the present time for increased wages. We pledge our loyal support and co-operation to make the service as congenial for the public as circumstances will permit and as efficient and inexpensive to the municipality as careful operation and attention to duty can accomplish, with a view that developments will later warrant an acceptable readjustment." A Toronto paper, in referring to the action of the meeting, is quoted as follows: "The spirit which animated the meeting in coming to the decision that it did should be evidence of the fact that a labor organization of civic employees is a real guarantee of safety and conservatism and the civic car crews are to be commended for the manner in which they faced the situation, deciding to lay the whole question of wages over until after the war or industrial conditions may warrant and in the meantime bend their energies towards a conscientious service for the public. That is co-operation of a high type, and speaks highly commendatory of the city's organized civic employees and will no doubt be appreciated by Commissioner Harris and those in charge of the civic car lines." This, coming from one of the forceful public mentors of Toronto, may be regarded as an important endorsement of trade unionism for civic employees.



# The Motorman and Conductor

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W. D. MAHON, President



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## ASSOCIATION.

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employes by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

The high cost of living was never higher than at present. And it appears to have come to stay.

Gold will never cost more than it does now. It is ever increasing in volume of production and none of it is allowed to go to waste.

The gold dollar of 258 grains is the monetary unit. There is now produced in one year more gold than had been produced in all of the years of the world up to the time that less than 26 grains of gold was decreed to be the standard dollar value. No legislative investigations of the high cost of living can change the evidence established by the rapidly accumulating volume of gold.

Abnormal industrial conditions may be effected from time to time to tension prices by unusual demand, as in the present production and sale of war supplies, but so long as gold cheapens, the value of a dollar lessens, and under the present law control of values, the cost of living, as a general proposition, is sure to advance until a new unit of value is established. Is it prudent to wait for prices to decline? Wage earners, unorganized, will not be permitted to exercise prudence in the matter. The masters will compel them to cheapen the mode of living to meet the situation. It is being done. Isn't it? Ask the average wage earner who is compelled to work under non-union conditions.

The United Garment Workers of America are notifying the various trades that there is a bogus Garment Workers' union label appearing on the clothing market and cautions members of organized labor and friends of the movement that the Garment Workers' union label appears with the number printed in red ink, except shirt and white duck labels, which appear in black ink.

The mayor of Columbus, O., is under heavy obligations to the Columbus Employers' Association. His entire administration forces are at the command of the union smashers. "Organized labor in Columbus must go," say the employers. "Organized labor must go," echo the mayor and his police. But Columbus needs markets outside. Her method of inviting outside patronage is through cheap labor. At least that is the method of competition adopted by Columbus manufacturers and it has the support of the mayor.

Hon. Louis D. Brandeis' appointment to the United States Supreme Court, after he withstood a scathing fire from the heavy artillery of the Interests, has been confirmed by the United States Senate. Newspapers that so bitterly opposed his appointment, now console themselves that it is of little consequence, as the United States Supreme Court is out of touch with, and is not a court for the common people, anyhow. No man will ever stand before the bar of that court so long as lower courts can keep him hustling for the necessities of life.



## MAY WORK OF INTERNATIONAL OFFICERS.

International President W. D. Mahon during the month of May granted charters for the affiliation of Divs. Nos. 703, Uniontown, Pa., instituted by Vice-President J. J. Thorpe; 704, Little Rock, Ark., organized by Vice-President Ben Commons; 705 (secret); 706, Paden City, W. Va., organized by Vice-President W. F. Welch, and 707, Pine Bluff, Ark., organized by Vice-President Ben Commons and President T. H. Wilson of the Arkansas State F. of L. Field work engaging the attention of the International President in May was as follows: He visited Cleveland, O., where he assisted Div. No. 268 in conferences upon readjustment of the wage section of the Cleveland agreement. He was successful in effecting a substantial increase of wages for the membership of the Cleveland local. At Buffalo, N. Y., he rendered personal assistance to Div. No. 623 upon agreement work which eventually resulted in a renewal of agreement, with a substantial increase in wages. A submission to arbitration of a wage dispute at Schenectady, N. Y., involving the membership of Div. No. 576, was made by the local and employing company. Refusal of the company to accept the mayor of Schenectady as the third arbitrator incited the membership of the local to suspend work in protest and in violation of the agreement and the Association laws. This situation required the personal attention of the International President, with the result that work was immediately resumed and conferences were taken up in accordance with the arbitration agreement. This situation required the President to visit New York as well as Schenectady. His next visit was to Boston, Mass., in the interest of the membership of Div. No. 589, upon agreement work, which was under the immediate direction of G. E. B. Member John H. Reardon and the local committee. All disputes in Boston except the wage rate were adjusted. Upon this visit to the east the International President visited and addressed meetings of Div. No. 240, Chelsea, Mass. The last of the month he was called to Columbus, O., in conference upon the labor situation in that city. In Columbus the city administration is in collusion with the Employers' Association in a campaign to prohibit extension of trade unionism in that city and debar any efforts of extension. Among representatives of various trades arrested by the police department, under orders of the mayor, for holding organizing meetings, were G. E. B. Chairman Allen H. Burt and Vice-President George Keenan of the Amalgamated Association. Suits have been entered for personal damages in the interest of these two members in connection with the petition for a court order restraining the mayor and police department from interfering with organizing work. The court order has been denied. A protest mass meeting was held May 31, at which President Samuel Gompers and others spoke, en-

couraging a recall vote of the Columbus city officials. The International President was in Columbus upon this situation at the close of the month.

Vice-President J. J. Thorpe in May instituted Div. No. 703 of the Association at Uniontown, Pa. In the course of the organizing work, the company increased the wages of the motormen and conductors upon the system to within one cent an hour of the recently obtained Pittsburgh wages. The company then secured a restraining order in preliminary injunction proceedings, prohibiting Vice-President Thorpe and any who might be associated with him, also the Amalgamated Association, from continuing efforts to organize the employes of the McKeesport, Connellsville and Uniontown system. This injunction was contested and decision was pending at the close of the month. At Tarentum, Pa., a petition has been filed by the West Penn Street Railway Company, petitioning the Pennsylvania Public Service Commission to prohibit the operation of the automobile service in Tarentum in opposition to the company. This step is taken as one of the processes of the company in fighting the strike in which members of Div. No. 528 of Tarentum are involved. The interests of the Association involved in this petition are under the supervision of Vice-President Thorpe. The case was pending at the close of the month.

Vice-President W. F. Welch in May was dispatched to Charleston, S. C., to assist Div. No. 610 upon grievance work, which was successful. During this trip he visited Asheville, N. C., and other points in the south. He made a gratifying report upon the progress of Div. No. 128 of Asheville. Later, at Steubenville, O., he assisted Div. No. 285 in wage adjustment with one of the companies, the employes of which are members of the Steubenville local. The result was a wage settlement fixing the wages at the same rates obtained upon the other two systems. This local has members working for three distinct companies. Following this adjustment, Vice-President Welch was dispatched to Paden City, W. Va., from where appeals had been received for the assistance of an organizer. Upon this system he was successful in organizing Div. No. 706, embracing the employes upon a system supplying transportation for New Martinsville, Sistersville and Middleboro. He was assisting the new local upon agreement work at the close of the month.

Vice-President George Keenan, at the close of May, was at Columbus, O., pending court cases resulting from his arrest by the Columbus city administration for participating in an organizing effort in the interest of the Columbus street railway men. While engaged upon this work, and in a court interim, he was dispatched to Lima, O., from where application had been made to the General Office for the assistance of an organizer. After making an investiga-

tion of the Lima situation he was required to return to Columbus.

Vice-President Ben Commons in May organized Div. No. 704, Little Rock, Ark., and assisted the new local in obtaining a working agreement with the employing company. From Little Rock he was dispatched to Pine Bluff, Ark., where, associated with President T. H. Wilson of the Arkansas State F. of L., he organized Div. No. 707, and at the close of the month was assisting the new local upon agreement work.

Vice-President P. J. O'Brien in May continued assistance of Div. No. 269, Danbury, Conn., upon agreement work. Being unable to reach an agreement upon the wage rates, the subject was submitted for arbitration and was pending arbitration at the close of the month. At Hartford, Conn., he rendered assistance to Div. No. 692 upon agreement work. He visited Div. No. 281, New Haven, Conn., pending negotiations for a new agreement in the interest of the locals employed upon the Connecticut Consolidated lines. The agreement was consummated, through which a substantial increase in wage was obtained. Under his supervision were conferences upon renewal of agreement in the interest of Divs. Nos. 262, Norwich, 482, New London, 650, Saybrook, Conn., and 601, Westerly, R. I. The question of wage was submitted by the locals for arbitration, and reply was pending action of the company at the close of the month. He rendered assistance to Divs. Nos. 22, Worcester, and 448, Springfield, Mass., upon agreement work, and in company with the International President visited Divs. Nos. 589, Boston, and 240, Chelsea, Mass., where he addressed meetings of those locals.

Vice-President Wm. S. McClenathan in May was called back to Galesburg, Ill., as a result of a misunderstanding relative to the consummation of a new agreement in the interest of Div. No. 515. The agreement was originally made with the local manager, who later contended that it was subject to approval of the directorate of the system of which the Galesburg street railway is a part. It developed that the general manager demurred at the increase in wage. Vice-President McClenathan, however, was able to bring about the endorsement of the agreement by the company, making it effective.

International Treasurer Rezin Orr at the beginning of May was working upon the wage arbitration in the interest of the Washington and Old Dominion membership of Div. No. 699, Washington, D. C. Arbitrators selected in this case were President James O'Connell of the Metal Trades Department of the A. F. of L., for the employees, and a Mr. Emmert for the company. While a conference was in session relative to fixing the date at which the award should take place, the members in-

involved went out on strike. This action was in violation of the previous agreement to arbitrate. As the strike was irregular and in violation of the laws of the Association and the agreement under which the arbitration was proceeding, International Treasurer Orr directed the men to return to work pending the arbitration. This they refused to do and assumed to conduct their strike independently of the organization. Membership of this same local upon the Washington and Virginia Railway, against which the company previously declared a lockout, continued their effort for recognition. International Treasurer Orr has been in advisement upon this situation, which was pending at the close of the month. He also had under his advisement the arbitration of various grievances in the interest of Div. No. 689, Washington, D. C., from which local he reports progress.

G. E. B. Chairman Allen H. Burt, who was associated with Vice-President George Keenan in the undertaking to assist the employees of the Columbus street railway company to organize, and who was arrested by the city administration and held in durance to prohibit the work of organizing, at the instance of the International President, instituted a suit against the city officials responsible for his arrest. This situation required the immediate attention of the chairman and was pending at the close of the month.

G. E. B. Member Fred Fay, who removed from Barrington, R. I., to Boston, Mass., in April, continues under treatment in Boston. It is reported that there is some improvement in his condition, although his limbs are seriously crippled.

G. E. B. Member Edw. McMorrow assisted Divs. Nos. 98, Akron, 268, Cleveland, 696 and 702, Canton, O., upon agreement work upon various divisions of the Northern Ohio Traction Company. Agreements were consummated upon the Akron, Bedford and Cleveland system, the membership of which is embraced in Divs. Nos. 98 and 268, the Cleveland, Painesville and Eastern division membership within Div. No. 268, and the Canton, Massillon and New Philadelphia division, members of Div. No. 696. A new agreement was obtained for Div. No. 98, in all of which wages were increased. In this work he was assisted by Organizer Thos. Griffin. He later visited Toledo, where he rendered assistance in the affairs of Div. No. 697, from which local he reports progress. He assisted upon agreement work in the interest of Div. No. 215, Wheaton, Ill.; Div. No. 627, Cincinnati, O., and Div. No. 628, Covington and Newport, Ky. He was then dispatched to Marion, Ill., upon wage and adjustment work in the interest of Div. No. 293, which was pending at the close of the month. While upon this work he visited other points in central Illinois upon organizing work.

G. E. B. Member Magnus Sinclair associated with International President W. D. Mahon in wage agreement work in the interest of Div. No. 268, Cleveland, O., upon settlement of which he was dispatched to Springfield, Mo., where a deadlock existed in the selection of a third arbitrator to constitute an arbitration board to deal with a dispute involving the membership of Div. No. 691. Through intercession with the president of the company, Board Member Sinclair succeeded in effecting the arbitration board, thus accomplishing the purpose of his visit to that city and by which a strike was averted and the integrity of the agreement conserved. From Springfield, Mo., he was returned to Hull, Quebec, to render assistance to Div. No. 591 upon wage agreement work, the local having made application for an increase in wages. The case was pending at the close of the month.

G. E. B. Member Wm. B. Fitzgerald in May was successful in his association with Divs. Nos. 132 and 148, Troy and Albany, N. Y. An agreement embracing a substantial increase in wages was consummated. He assisted Divs. Nos. 669, Auburn, and 681, Oswego, N. Y., upon agreement and grievance work. He rendered assistance to Div. No. 580, Syracuse, N. Y., upon agreement work in the interest of the interurban membership employed by the Empire United Railways. This work was in progress at the close of the month. He attended and addressed a mass meeting of Div. No. 477, Philadelphia, Pa., and advised with the local officers upon prospective application for an agreement. He also gave advice upon the Schenectady situation in the interest of Div. No. 576.

G. E. B. Member P. J. Shea reports that at the close of May the Wilkes-Barre strike situation continued, with the membership of Div. No. 164 as strong in determination as at the beginning of the strike. He assisted Div. No. 165, Girardville, Pa., in the consummation of an agreement with the employing company by which a substantial increase in wage obtained to the membership of the local. He was dispatched to Trenton, N. J., where Div. No. 540 had entered strike in protest of dismissal of nine members of the Association. He brought about an adjustment of this situation through agreement to arbitrate the cases. The local selected as its arbitrator, Bro. Howard H. Severs, and the company as its arbitrator the general manager of the company. Should these two fail to obtain an adjustment the third arbitrator will be chosen. Board Member Shea attended the Pennsylvania State F. of L. Convention held at Beaver Falls, Pa., from where he was returned to Philadelphia to assist Div. No. 477 in an endeavor to obtain more favorable wages and working conditions. This situation was pending at the close of the month.

G. E. B. Member J. C. Colgan in May assisted Divs. Nos. 568, Erie, Pa.; 592, Fredonia, and 624, Buffalo, N. Y., in working out a new joint agreement upon the Buffalo and Lake Erie system. The agreement brought a substantial increase in wages to the membership of the three locals. From this situation he was detailed to assist Div. No. 623, Buffalo, N. Y., upon agreement work. Through conferences a renewal of agreement containing increased wages and improved working conditions was effected. Included in the membership of the Buffalo local are the employees of the Buffalo Southern Company, a suburban road, now in a receivership, and operated south from Buffalo. An endeavor to negotiate a new agreement upon this system resulted in refusal of the receiver to entertain any collective agreement proposition. In protest of this attitude the membership upon this branch entered strike May 24. The affair involves 42 members of the Buffalo local. The strike was in progress at the close of the month.

G. E. B. Member John H. Reardon during the month of May was associated in agreement work with Div. No. 589, Boston, and Div. No. 600, Waltham, Mass. He also visited and addressed a meeting of Div. No. 261, Lawrence, Mass. The Boston and Waltham agreement propositions were in progress at the close of the month.

### STRIKES AND LOCKOUTS.

Div. No. 528, Tarentum, Pa., whose strike was entered into Aug. 18, 1915, reports that the petition before the Railway Commission of Pennsylvania filed by the West Penn Company against operation of automobile transportation service in competition with the company, has not yet been heard by the Commission. It is the automobile service that is assisting, most effectually in the protest of the local against the arbitrary stand of the employing company.

Div. No. 682, Fort Wayne, Ind., a lockout against the membership of which was instituted Sept. 27, 1915, has reached a settlement with the management of the employing company and the lockout situation was declared withdrawn May 16. The settlement ratified at the meeting on May 16, was effected May 11, in which the company agreed to withdraw opposition to membership of employees in the Association. The company agrees to put into effect to the employees returning to work the increased wages offered early in the lockout. This increased wage (one cent per hour) is to become effective within six months.

Div. No. 164, Wilkes-Barre, Pa., that entered strike Feb. 14 to protest a violation of agreement, reports the situation unchanged.

Div. No. 699, Washington, D. C., the original membership of which embraced the employees of the Washington and Old Dominion Railway and the Washington and Virginia Railway, two separate companies,

suspended work April 7. Upon the Washington and Old Dominion Railway an agreement was immediately reached between the local and the employing company, which resulted in resumption of work upon that system the following day, April 8. The agreement accorded full recognition of the organization and the wage feature was submitted for arbitration. The local selected as its arbitrator, President James O'Connell of the Metal Trades Department of the A. F. of L. The company selected Mr. Emmert. These two agreed that whatever award should be made should date from May 15 and agreed upon Justice Knapp of Washington, D. C., as the third arbitrator. The local officers insisted that the award should date as from May 1. The local officers insisted that the award should be made effective as from May 1. While this point in contention was pending a meeting of the Washington and Old Dominion membership of the local was called by the local president, A. Rosenbaum, at which a vote was taken that unless the company should agree before four o'clock of the following day that the award should date from May 1, a strike would take place to enforce the original demands made upon the company prior to the lockout of April 7, and that the committee should be authorized to call the strike. Notice of this action was served upon the company and arbitrators. Pending this notice, International Treasurer Orr returned to Washington and found that a conference with the two arbitrators had been called upon petition of the president of the company to consider the wishes of the men. Treasurer Orr, President Samuel Gompers and others interested in behalf of the employees, entered this conference with representatives of the company. Notice had been served upon the local president and officers of the Division to be present. While this conference was on the local officers came to the A. F. of L. office, from where, upon finding the conference in session before their arrival, they returned to the terminal of the system and ordered a strike, although an agreement had been obtained from the company, approved by the two arbitrators, by which the wage award was to date from May 1, conceding the contention of the men on that point. Immediately upon obtaining this concession from the company and upon learning that the members of the local had entered a second strike, representatives of the A. F. of L. who were at the conference with International Treasurer Orr, proceeded to the headquarters of the striking employees and advised them to immediately return to work, as the concession was granted. As they had no written assurance from the company of the granting of the point in question, the officers of the local demanded this, whereupon a recess was taken and President Gompers obtained the concession in writing from the president of the employing company. With this instrument, the representatives of the Amalgamated Association, including officers of the

A. F. of L., returned to the meeting of the men and presented the instrument to them. A vote was then taken upon the question of returning to work and complying with the agreement to arbitrate. The vote upon the proposition was two to one rejecting it. The men, by this action, repudiated the agreement to arbitrate as well as the original agreement of recognition. They also repudiated their allegiance to the Amalgamated Association and determined to continue their strike independent, thus eliminating themselves from the Association. This action greatly compromised the interests of the members locked out upon the Washington and Virginia system. The Washington and Old Dominion membership ignored the interests of their locked out brothers and flagrantly cast aside the integrity of the Association and their own obligation in their false theory that their independent movement would be more successful to them than would their alliance with trade unionism and their devotion to the principle of extended unity. The result of their course, without question, will prove another illustration of the futility of violation of the integrity of unionism and collective agreement. The most distressing feature of the disloyalty of those men is the grave impairment of the interests of the loyal membership who are contesting for the right of organization upon the Washington and Virginia system.

Div. No. 576, Schenectady, N. Y., went on strike the morning of May 6 to enforce the acceptance of the mayor of Schenectady as third arbitrator in the choosing of a wage dispute arbitration board. Upon information that the strike, being in violation of agreement, could not be indorsed by the G. E. B., the local immediately reconsidered its action and the strike was declared off and work resumed May 7. The wage arbitration agreement was again resumed.

Div. No. 540, Trenton, N. J., declared strike May 18 in protest against the dismissal from the service of nine members of the Association. Upon petition of the Division, G. E. B. Member P. J. Shea was dispatched to Trenton and succeeded in bringing about a resumption of work under arrangements to arbitrate the cases. The strike was declared off and work was resumed May 19, with the cases submitted for arbitration. Brother Howard H. Severs of Div. No. 540 was selected by the Division as arbitrator and General Manager Enright was selected as arbitrator by the employing company. In the event that these two are unable to agree in the disposition of the cases, a third arbitrator will be selected.

The Buffalo Southern branch of Div. No. 623 declared strike May 24, in protest against non-recognition of the right of collective agreement by the receiver of the company. For three years this branch of the Buffalo local has been working under a collective agreement. The members have

been working, however, at a lower rate of wages than received upon the Buffalo and Lake Erie system or upon the city system. Early in May the membership of this branch made application for an increase in wages. The receiver, in whose hands the management of the road is at present, refused to negotiate with the committee and refused to enter into a collective agreement with the employees. The situation is under the immediate direction of G. E. B. Member J. C. Colgan.

Divs. Nos. 262, Norwich, 482, New London; 650, Saybrook, Conn., and 601, Westerly, R. I., entered strike June 1. The dispute between the company and the locals jointly is upon the question of wages. The locals, through their joint advisory board, assisted by Vice-President P. J. O'Brien, held a series of conferences with the Shore Line Electric Railway Company upon a new wage agreement. The locals had made application for an increase in wages. Conferences failed to effect an acceptable agreement. The locals then submitted the wage proposition for arbitration, which the company refused. Upon the refusal of the company to arbitrate the wage dispute the locals declared a strike, as above stated, which took effect the morning of June 1. The situation is under the advisement of Vice-President P. J. O'Brien.

Div. No. 706, Paden City, W. Va., declared a lockout situation to exist and suspended work June 2. The local is newly organized and evidently became thoroughly established before the company became aware of it. The manager is charged with having singled out and dismissed a member for activity in the formation of the local. A committee was immediately appointed and instructed to make application for the reinstatement of the dismissed member in the event that investigation should confirm the opinion of the membership as to the cause of his dismissal. The company refused to entertain the committee, thus making its position towards the membership of the employees in the Association declaratory. The situation was accepted as a lockout and suspension of work took effect as above stated. The lines are completely tied up. This system connects New Martinsville, Sistersville, Paden City and Middleboro. The interests of the membership are being supervised by Vice-President W. F. Welch.

Disbursements from the Death and Disability Fund during the month of April, 1916, were made to beneficiaries on death and disability claims as follows:

#### Deaths.

Mrs. Anna O'Brien, beneficiary, death claim of Peter O'Brien, deceased, late member of Div. No. 132, Troy, N. Y.; cause, pulmonary tuberculosis. ....\$800.00  
 Mrs. Caromini Simlone, beneficiary, death claim of Caromini Simlone, deceased, late member of Div. No. 618, Providence, R. I.; cause, dropsy and sclerosis complicated. .... 100.00  
 James G. Peters, beneficiary, death claim of William A. Peters, deceased, late member of Div. No. 589, Boston,

Mass.; cause, pulmonary tuberculosis. .... 250.00  
 Mrs. Elizabeth Cook, beneficiary, death claim of John Wesley Cook, deceased, late member of Div. No. 470, Franklin, Pa.; cause, hemorrhage of stomach. .... 700.00  
 Mrs. John Gannon, beneficiary, death claim of John Gannon, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis. .... 250.00  
 John A. Lyman, financial secretary of Div. No. 373, for beneficiaries, death claim of William J. Carpenter, deceased, late member of Div. No. 373, Hyde Park, Mass.; cause, lobar pneumonia, toxemia and asthma. .... 800.00  
 Mrs. William A. Maher, beneficiary, death claim of William A. Maher, deceased, late member of Div. No. 281, New Haven, Conn.; cause, surgical shock and hemorrhage caused by street car accident. .... 800.00  
 Mrs. John O'Brien, beneficiary, death claim of John O'Brien, deceased, late member of Div. No. 490, Yonkers, N. Y.; cause, asthenia and pulmonary tuberculosis. .... 500.00  
 Mrs. Alice Wright, beneficiary, death claim of J. Wright, deceased, late member of Div. No. 627, Cincinnati, Ohio; cause, chronic diffuse nephritis and cirrhosis of liver. .... 150.00  
 Mrs. Conrad Fox, beneficiary, death claim of C. Fox, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, cerebral hemorrhage. .... 800.00  
 Mrs. Charles W. Stewart, beneficiary, death claim of Charles W. Stewart, deceased, late member of Div. No. 308, Chicago, Ill.; cause, lobar pneumonia. .... 250.00  
 Mrs. Thomas Terrell, beneficiary, death claim of T. H. Terrell, deceased, late member of Div. No. 308, Chicago, Ill.; cause, lobar pneumonia. .... 800.00  
 Mrs. John F. Speirs, beneficiary, death claim of John F. Speirs, deceased, late member of Div. No. 22, Worcester, Mass.; cause, empyema and pericarditis. .... 250.00  
 Chas. E. Place, financial secretary of Div. No. 235, for beneficiary, death claim of C. J. Sullivan, deceased, late member of Div. No. 235, Brockton, Mass.; cause, pulmonary tuberculosis. .... 500.00  
 Mrs. Edna Hanagan, beneficiary, death claim of P. C. Hanagan, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, accident, being crushed between two cars, causing compound fracture of the femur and tibia and other injuries. .... 800.00  
 Georgiana M. Burnside, beneficiary, death claim of D. Burnside, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, diabetes mellitus. .... 100.00  
 John Schuetz, beneficiary, death claim of Albert J. Schuetz, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, advanced pulmonary tuberculosis. .... 150.00  
 Mrs. Walter Carrone, beneficiary, death claim of Walter Carrone, deceased, late member of Div. No. 194, New Orleans, La.; cause, pulmonary tuberculosis. .... 800.00  
 Mrs. A. Castaing, beneficiary, death claim of A. Castaing, deceased, late member of Div. No. 194, New Orleans, La.; cause, pulmonary tuberculosis. .... 800.00  
 Mrs. A. Pancaire, beneficiary, death claim of A. Pancaire, deceased, late member of Div. No. 194, New Orleans, La.; cause, severe contusion of chest and abdomen. .... 800.00  
 C. E. Place, financial secretary of Div. No. 235, for beneficiary, death claim of Roy Quindley, deceased, late member of Div. No. 235, Brockton, Mass.; cause, tuberculosis. .... 250.00

Mrs. Margaret Boyce, beneficiary, death claim of James J. Boyce, deceased, late member of Div. No. 164, Wilkes-Barre, Pa.; cause, pneumonia.....	800.00
Mrs. Pauline Schlanvoigt, beneficiary, death claim of William Schlanvoigt, deceased, late member of Div. No. 241, Chicago, Ill.; cause, acute pericarditis and acute pleurisy.....	800.00
Mrs. Mary Roth, beneficiary, death claim of John Roth, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic nephritis and cirrhosis of liver.....	800.00
Mrs. Nellie Dwyer, beneficiary, death claim of Mathew Dwyer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic nephritis and chronic myocarditis.....	500.00
Hannah Mahady, beneficiary, death claim of J. J. Mahady, deceased, late member of Div. No. 168, Scranton, Pa.; cause, typhoid fever.....	100.00
Mary Roach, beneficiary, death claim of Thomas Roach, deceased, late member of Div. No. 168, Scranton, Pa.; cause, Bright's disease.....	800.00
Margaret M. Dunn, beneficiary, death claim of Martin H. Dunn, deceased, late member of Div. No. 589, Boston, Mass.; cause, cerebral thrombosis (brain trouble).....	250.00
Mrs. Luella Earley, beneficiary, death claim of William H. Earley, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis.....	150.00
Sadie B. Stanley, beneficiary, death claim of Joseph G. Stanley, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis.....	250.00
Peter H. Rogers, beneficiary, death claim of Thomas Rogers, deceased, late member of Div. No. 589, Boston, Mass.; cause, pneumonia.....	250.00
Mrs. Minnie Burley, beneficiary, death claim of Charles G. Burley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, hernia.....	100.00
Mrs. Della Hennessy, beneficiary, death claim of Richard Hennessy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, acute nephritis and pulmonary tuberculosis.....	800.00
Mrs. Michael Lee, beneficiary, death claim of Michael Lee, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, gastric ulcers.....	100.00
Mrs. John W. Scott, beneficiary, death claim of John W. Scott, deceased, late member of Div. No. 497, Pittsburg, Kansas; cause, accident, causing fracture of upper extremity of right femur, followed by infection.....	400.00
Sabina K. Vincent, beneficiary, death claim of Albert Vincent, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, car collision, causing shock, hemorrhage and crushed right hip.....	150.00
Mrs. J. P. Smith, beneficiary, death claim of John P. Smith, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, acute pancreatitis and perforated duodenal ulcer.....	150.00
Mrs. Jermina Goodlander, beneficiary, death claim of E. Goodlander, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, meningitis.....	150.00
Thomas Burke, beneficiary, death claim of Francis E. Burke, deceased, late member of Div. No. 600, Waltham, Mass.; cause, tuberculosis of lungs.....	100.00
Mrs. Magda Snipen, beneficiary, death claim of Carl Snipen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia and empyema.....	150.00
William F. White, financial secretary of Div. No. 645, for beneficiary, death claim of Harry F. Clifton, deceased, late member of Div. No. 645, Indianapolis, Ind.; cause, splenic myelogenous leukemia.....	150.00
A. Scoble, financial secretary of Div. No. 99, for beneficiary, death claim of Wm. Baillie, deceased, late member of Div. No. 99, Winnipeg, Manitoba; cause, pneumonia.....	400.00
Mrs. Sadie Sands, beneficiary, death claim of John J. Fahey, deceased, late member of Div. No. 132, Troy, N. Y.; cause, tuberculosis.....	700.00
John Kwester, executor of will, for beneficiaries, death claim of L. S. Kwester, deceased, late member of Div. No. 308, Chicago, Ill.; cause, asphyxiation caused by pressure on trachea and bronchi from tumor, and sarcoma of lung.....	700.00
Mrs. Lova Marquardt, beneficiary, death claim of Paul Marquardt, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary oedema.....	800.00
Thomas J. Welch, financial secretary of Div. No. 22, for funeral expenses, death claim of Daniel R. Quigley, deceased, late member of Div. No. 22, Worcester, Mass.; cause, typhoid fever and lobar pneumonia.....	250.00
W. D. Robbins, financial secretary of Div. No. 113, for beneficiary, death claim of Jno. Davis, deceased, late member of Div. No. 113, Toronto, Ont.; cause, diabetes.....	600.00
Mrs. Estella May Reaney, beneficiary, death claim of D. A. DeLong, deceased, late member of Div. No. 113, Toronto, Ont.; cause, Bright's disease.....	500.00
Julia V. Metts, beneficiary, death claim of A. L. Metts, deceased, late member of Div. No. 590, Columbia, S. C.; cause, tuberculosis.....	250.00
Mrs. Daniel J. Macdonald, beneficiary, death claim of Daniel J. Macdonald, deceased, late member of Div. No. 589, Boston, Mass.; cause, accident, struck by Elevated train.....	250.00
Hattie F. Wellington, beneficiary, death claim of Eldbridge A. Wellington, deceased, late member of Div. No. 589, Boston, Mass.; cause, heart disease and nephritis.....	250.00
Mrs. Elizabeth M. Brewer, beneficiary, death claim of Myron H. Brewer, deceased, late member of Div. No. 589, Boston, Mass.; cause, cancer of rectum.....	250.00
Mrs. Mary A. McKenzie, beneficiary, claim of Alexander McKenzie, deceased, late member of Div. No. 589, Boston, Mass.; cause, acute lobar pneumonia.....	250.00
Priscilla Johnston, beneficiary, death claim of William Johnston, deceased, late member of Div. No. 243, Taunton, Mass.; cause, natural causes, probably cerebral hemorrhage.....	250.00
Mrs. Anna Kennedy, beneficiary, death claim of Thomas Fitzpatrick, deceased, late member of Div. No. 132, Troy, N. Y.; cause, tuberculosis of the lungs.....	150.00
Mrs. Wm. McEvoy, beneficiary, death claim of William McEvoy, deceased, late member of Div. No. 469, Derby, Conn.; cause, endocarditis.....	250.00
Mrs. Nellie Slattery, beneficiary, death claim of Michael Slattery, deceased, late member of Div. No. 280, Lowell, Mass.; cause, pulmonary tuberculosis.....	150.00
Mrs. Clara Harding, beneficiary, death claim of Leo P. Harding, deceased, late member of Div. No. 589, Boston, Mass.; cause, pulmonary tuberculosis.....	150.00
Charles N. Ross, financial secretary of Div. No. 589, for beneficiaries, death claim of Daniel J. Curtin, deceased, late member of Div. No. 589, Boston, Mass.; cause, broncho-pneumonia.....	250.00
L. S. Farr, member of Div. No. 85, Pittsburg, Pa.; cause, injuries sustained causing partial paralysis of the lower limbs.....	600.00
<b>Total.....</b>	<b>\$24,600.00</b>

IN MEMORIAM.

By Div. No. 696, Canton, O.

Whereas, It has pleased Almighty God in His wisdom to remove from our midst our fellow worker and brother, William Elmer Guest; and Whereas, we as members of Canton, Div. No. 696, Amalgamated Association of Street and Electric Railway Employees of America, deeply deplore his loss. Therefore, be it

Resolved, That while we humbly bow to the will of Divine Providence in taking Brother Guest from our midst, we cannot fail to express the sorrow which we feel at his demise.

Resolved, That we extend to his family our heartfelt sympathy in this, their hour of deepest sorrow. And be it further

Resolved, That our charter shall be draped for thirty days, also that these resolutions be spread upon the records and that a copy thereof be sent to his family and also to our official journal for publication.

"The Lord giveth and the Lord taketh away."

A. G. ROSE,  
R. F. BAKER,  
R. W. BOYER,  
D. L. DUNLAP,  
Committee.

April 14.

By Div. No. 282, Rochester, N. Y.

Whereas, Almighty God in His infinite wisdom has taken from us our beloved brother, Walter L. Robinson, who in life by his noble and upright character won the love and respect of his fellow workers; therefore be it

Resolved, That we, the members of Div. No. 282, Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend to the bereaved family our heartfelt sympathy in their hour of affliction and commit them to Him who knoweth best.

Resolved, That as a mark of respect for our departed brother our charter be draped for a period of thirty days; that a copy of these resolutions be sent to the family; that they be published in the Motorman and Conductor and entered upon the minutes of this Division Association.

WM. F. EBNER,  
J. J. O'SULLIVAN,  
C. A. HERRICK,  
Committee on Resolutions.

April 21, 1916.

By Div. No. 99, Winnipeg, Man.

Whereas, Our Heavenly Father in His infinite wisdom has removed from among us our late brother, William Martin, who in life was a true and faithful member of the A. A. of S. and E. R. E. of A., and whose death occurred March 28, 1916; therefore, be it

Resolved, That we, the members of Div. No. 99, extend to the bereaved family our deepest heartfelt sympathy in their dark hour of affliction.

Resolved, That as a token of respect to our departed brother our charter be draped for a period of thirty days; that a copy of these resolutions be sent to the bereaved family; that they appear in our official journal and that they be entered in the minutes of the proceedings of Div. No. 99.

Attest: GEORGE FEAR, Cor. Secy.  
April 6, 1916.

By Div. No. 623, Buffalo, N. Y.

Whereas, The Supreme Ruler in His infinite wisdom has seen fit to suddenly remove from our midst our late brothers, John P. Smith, Albert J. Schuets, Albert Vincent and E. Goodlander, and we have not only lost good and worthy brothers, but faithful workers; and, while we know that mere words cannot alleviate the grief and sorrow of those who were near them; therefore, be it

Resolved, That Division No. 623, in regular meeting assembled, extend to the bereaved families our heartfelt sympathy in this, their sad bereavement, and be it further

Resolved, That the Charter of Division No. 623 of A. A. of S. and E. R. E. of A. be draped for a period of thirty days; that a copy of these resolutions be sent to the bereaved family; that they be spread upon the minutes of this meeting and published in the Motorman and Conductor.

FRANK J. KATSMAYER,  
BERT E. BRADS,  
DANIEL NEYLAN,

April 1, 1916.

Committee.

By Div. No. 253, Quincy, Mass.

Whereas, God in His infinite wisdom has removed from our midst our late and esteemed brother, Francis Perry; therefore, be it

Resolved, That we, the members of Division No. 253, extend to the bereaved family our sincere sympathy in their dark hour of grief and commend them to the kindly consolation of Him who doeth all things well.

Resolved, That as a mark of respect for our departed brother our charter be draped in mourning for a period of thirty days; that a copy of these resolutions be sent to the bereaved family; that they be published in the "Motorman and Conductor," and entered upon the minutes of this Division Association.

WALTER BELYEA,  
JAMES H. ALLAN,  
Committee.

April 26th, 1916.

By Div. No. 590, Columbia, S. C.

Whereas it has been the pleasure of the Ruler of the Universe to take from our ranks our beloved and esteemed brother, A. L. Metts. Be it

Resolved, That we, the members of Div. No. 590, take this means of expressing our heartfelt sympathy to his bereaved family in their present hour of grief. Further

Resolved, That a copy of these resolutions be sent to the bereaved widow and family and spread upon the minutes of our Association Div. No. 590, and a copy sent to the Motorman and Conductor for publication.

A. A. GERALD,  
T. B. SOX,  
M. O. NICHOLS,

May 19, 1916.

Committee on Resolutions.

By Division No. 425, Hartford, Conn.

Whereas, It has pleased the Supreme Ruler of the Universe to remove from our midst our beloved brother, V. V. Damon, and

Whereas, He was a loyal member and a good and honest employe, and we miss his companionship; therefore, be it

Resolved, That we drape our charter for thirty days, extend our sympathy to his bereaved wife, have a copy of these resolutions published in our journal, and also make record of same in the minutes of our meeting.

Michael J. Morkan,  
Edward P. Lawton,  
John J. Kinney,

Committee.  
Francis P. Houlihan,  
Corresponding Secretary.

May 27.

Whereas, Brother Arthur Jaquith has passed from this life and left many friends and acquaintances. He, in his life, was faithful to the trusts bestowed upon him, true to his fellow men and the principles which make for real manhood; therefore, be it

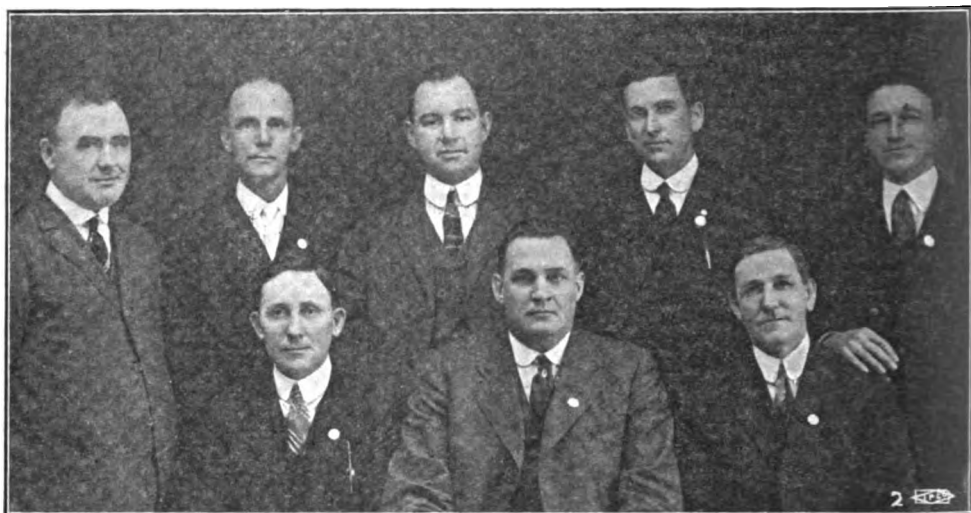
Resolved, That members of Local Division No. 425, express their friendship for the deceased brother and sympathy to the bereaved family, friends and relatives in this memorial, that shall be spread on the records of the local, and a copy of which shall be sent to the monthly journal of the Organization, for publication.

Olin House,  
John O'Donnell,  
William Santanmo,  
Committee.  
Francis P. Houlihan,  
Corresponding Secretary.

May 27.



## Edited by Local Division Correspondents



Officers of Division No. 85, Pittsburgh, Beaver Valley and Washington, Pa., who successfully negotiated the recent wage agreements for the membership of that local of the Amalgamated Association. Reading from left to right, they are:

Upper Row—Executive Board Members James Nash, Wm. N. Armstrong, Rudolph Green, R. L. Watson and O. R. Ward.

Lower Row—President P. J. Ward, Business Agent John J. Thorpe and Financial Secretary P. J. McGrath.

The history record of Div. No. 85 is, without question, among the most interesting of street railway employees' organizations. For more than eleven years the organization existed and thrived as Local Assembly 2126, Knights of Labor. When the K. of L. began to crumble and become impotent, the Pittsburgh local merged with the American Federation of Labor as Division No. 85 of the Amalgamated Association, which character she has borne now for more than nineteen years. The continuous life of the organization is more than thirty years. The local was instituted Feb. 19, 1886. There are yet in membership and in active street railway service members who were of the original inceptors of the organization. These members have seen the service change in motive power from horse cars to a cable system and from cable to electric within the life of the organization. At least two of our members were four-in-hand coach drivers before the horse cars were installed. During the days of the K. of L. character of the Pittsburgh local, there were no less than fifteen distinct street passenger transportation companies operating within the present Pittsburgh jurisdiction of the present company. Several of these groups of men were organized in K. of L. locals, but L. A. 2126 was the only one to survive. It was instituted upon the Citizens Passenger Railway, an underlying company of the present system. This local was progressive, and during the cable car days of the Citizens Traction Co., established the best wages and working conditions enjoyed by street railway men anywhere in the street railway world. Succeeding consolidations and change to electric, however, partly destroyed those conditions. Unorganized electric lines, at the time of the later consolidations, were working at a fixed standard of 16½¢ per hour. Organization was extended to the unorganized lines of the Consolidated Traction Co., and by the time the cable cars were abandoned the local had brought the electric car wages to 18¢ per hour. Even this was a 50% reduction from the cable car wages, although 8% in excess of the rates paid upon the other roads. The men also saved their organization and had successfully merged it with the Amalgamated Association. This consolidation of companies put the organization to acid test. But by force of the determination of the men it stood and was a permanent fixture when the Consolidated Company was taken over by the United Traction people upon the formation of the present combine as the Pittsburgh Railways Co. But this final consolidation again subjected Div. No. 85 to the influence of a colossal unorganized system. The local proved equal to the situation. Today she stands as the fourth largest local in the Association in point of membership, being exceeded only by the more favorably situated locals, 241 of Chicago, 589 of Boston and 308, Chicago.

## ONE CENT INCREASE.

**Galveston, Tex.**—Div. No. 78 supplied the lone delegate of the Amalgamated Association at the recent State Federation of Labor Convention, held at Houston, April 24-28, inclusive. Bro. H. H. Spurgeon was the delegate who possessed this honor. He returned well pleased and enthusiastic over the work of the convention, upon which he reported at length most interestingly.

While at the state convention Bro. Spurgeon met our international fraternal delegate, Bro. Ben Commons, and reports that he eloquently addressed the convention. He persuaded Bro. Commons to stay over and visit Div. No. 78. With Bro. Commons, in attendance at our meeting was International President A. McAndrews of the Tobacco Workers. We arranged two sessions of our meeting, an evening session for the early men and a midnight session for the late men. Both sessions were well attended. Nearly every eligible was present at one of these sessions and they were well repaid by the addresses of Bros. Commons and McAndrews.

Yes, we are waking up down here on the island. We have 101 members, the largest membership ever attained and this out of a possible 130 employees. We are after the other 29 and there is fair promise that they will soon be numbered in our ranks.

The big storm of last August had its effect here. Our company sustained damages amounting to thousands of dollars. We are also affected by the great European war. Yet, with all this, we got an increase of one cent per hour, beginning with Jan. 1 last.

C. S.

## DEATH TAKES ESTIMABLE MEMBER.

**Marion, Ill.**—Div. No. 293, in the recent death of Bro. Joseph Bracy, has been called upon to mourn the loss of one of her most estimable members. Bro. Bracy died May 5 at the age of 44. His funeral occurred at his late residence, 400 North Court Street, May 8. The service was conducted by Rev. L. Smith and Rev. Bell. Interment was at Rose Hill Cemetery. Bro. Bracy was with the Coal Belt Railroad for 15 years and was one of the early presidents of our local and always an active spirit and adviser.

Div. No. 293 recently enjoyed a pleasant visit from G. E. B. Member J. C. Colgan, who was with us upon agreement work.

Bro. Jack Ferguson has recovered from rheumatism and is again on the job.

Bro. H. W. Wright is raising alfalfa for the culture of his fine Belgian hares.

The recent death of Bro. Bracy occurred in St. Louis, and Bros. Parley Hill and Sam Aikman accompanied the remains from St. Louis to Marion preparatory to the funeral which was held in this city.

Recent recruits to our local are Bros. George Perrigan, Dave Springs, Frank Odun, Benjamin Runyon, J. F. Glass, John Duile, Noah Harrell and Wm. Snyder.

Cor.

## ESTEEMED OFFICER PASSES AWAY.

**Mt. Vernon and New Rochelle, N. Y.**—Bros. James J. Baker and John J. Kearns, who were numbered among the oldest and most popular men on the road, have been called to their last resting place. Bro. Kearns at the time of his death was serving his second term as our secretary-treasurer. Many members of our local paid their respects by visiting the homes of the deceased in the afternoon and evening. We also assembled at the Mt. Vernon terminal and proceeded to their late residences in a body. Div. No. 498 extends heartfelt sympathy to their respective families.

Bro. Eli N. Charbonneau and Miss Clotilda A. M. Marini were recently married at the Church of Our Lady of Mt. Carmel, by Rev. A. Matteucci. Following a reception was held in Harvey's Hall where refreshments were

served and dancing enjoyed until late in the evening.

Bros. Maxy Martin and Bob Dunlap were beaten out on 188 run by Frank Finnigan. A little comedy is going the rounds on the fact.

G. E. B. Member Wm. B. Fitzgerald recently dropped in on us. He impressed one as 190 pounds of good nature and geniality, with lots of "pep."

The busy season is upon us and the boys seem to be ready.

Bros. L. Winkler, P. Parker and J. Kiernan are on the sick list. 498.

## NEW AGREEMENT ACCEPTED.

**Stamford, Conn.**—Special meetings of Div. No. 443 held in connection with our wage agreement conferences were largely attended. Older members never seen at regular meetings were present. Let's see if this spirit cannot be continued by like attendance at regular meetings.

Our new agreement with the Connecticut Company has been accepted. The new wage will take effect in June and last for a period of two years.

Stamford will celebrate her 275th anniversary beginning June 8. A wonderful program has been arranged, including a grand pageant, athletic games and water sports. U. S. battleships are to take part in the event. It will be a busy time for the boys of Div. No. 443.

The new headlight equipment for our open cars has arrived. It is very much appreciated.

Bro. Ira Sanders has given up his bachelor apartments. The wedding takes place June 15.

Bros. Smith and McEwen are again on the job.

A new baby boy has arrived at the home of Bro. and Mrs. J. Strachan.

Bro. Conron was received with open arms on the Norwalk line.

A fine baby girl has appeared at the home of Bro. and Mrs. Frank Burrell.

Bro. Bella recently underwent a successful operation.

Bro. William Ryan is spending a few weeks in Boston.

Bro. McCullough is authority on fishing.

Bro. George McElhose is on the sick list.

Conductors on the Springdale line turn the key instead of motormen. 443.

## A FINE AFFAIR.

**Kankakee, Ill.**—Div. No. 611 has just held her second annual ball. There were 400 paid admissions and the boys did some hustling in the way of selling tickets. The event was a fine affair at which all enjoyed themselves hugely. In selling tickets Bro. Wright carried off the honors.

There is not a member on the sick list at this writing.

At our last meeting in May we initiated three new members and gave them a good feed after the meeting.

Bro. Judge Lacost returned from a sixty days' leave of absence in time to help us out on Decoration Day. We are pleased to again have the old judge with us. 611.

## OUTLINING FOR LABOR DAY.

**Utica, N. Y.**—The program is already being outlined for Labor Day in Utica. There is to be a parade in the morning and a clambake in the afternoon. Don't forget that Div. No. 582 is to make a fine showing. Every member available will be in the parade. None of our boys will be idle spectators. It is the first opportunity we ever had to show off, and, mind you, we will be equal to the occasion. There will be some class to us.

Sincere sympathy is extended to the widow of our late brother, J. Perry, who in life was a respected member of our local.

Last month Bro. Tim Burns opened a new line.

What's the matter with our ball team?

Notice of changes in the time-tables, say Saturday or Sunday, would save much trouble if posted before hand in the dispatcher's office. 582.

## RATIFY NEW AGREEMENT.

**Fueblo, Colo.**—At a regular meeting of Div. No. 663, held the evening of May 9, our local ratified a new agreement with our company which advanced the maximum wage to 32c per hour. The maximum obtains to those of four or more years of service. We obtained a three cents per hour increase in wages approximating \$9,000 annually. A provision requires heaters for vestibules and air-brakes for all cars. Heaters will add not only to the comfort of the crews, but to the patrons. All runs are to be divided as nearly equal as possible into two shifts. To explain: The car upon which I work leaves the barn at 5:40 a. m. in charge of a day crew. They are relieved at 11:26 by a relief crew until 1:26, when the early crew takes the car and completes the service day at 5:09 p. m. The relief men then take the car and terminate their service day at 12:55 a. m. We are also to receive pay for ten minutes show-up time, which makes a total of nine hours and fifty-six minutes in each day. All runs are upon the same basis and are known as day and relief runs. The increase in wage brings practically 30c per day to each man in the service.

Bro. Wright is the only member we now have on the sick list. He is improving.

Since Bro. Cline succeeded in getting married all of our single boys are taking renewed courage. They seem anxious to undertake the expense of maintaining a family of four—the average streetcar man's family—in a city of 50,000 people.

The boys see an economy in our new agreement. It will take less for clothing to keep warm in heated vestibules in the winter and with the air brakes they will be able to keep cooler in the summer time. All this pleasure, however, is with the motorman only, in whose delight the conductor can find solace while looking after his duties on the back end, where he will be compelled to stand in the open through town.

C. A. F.

## A PLEASANT EVENING.

**Oakland, Cal.**—The recent smoker given by Div. No. 192 was a most enjoyable occasion. A pleasant evening was participated in by those present and it will not be forgotten. It seems that another should be held in the near future and thus keep the interest in the local at the top notch. Speakers were: Walter H. Dunn, David Hughes, S. W. Hall, Past President C. R. Clark and George R. Crane and State F. of L. Secretary Paul Scharrenberg. Last, but not the smallest speaker present, was Business Agent William Spooner of the Oakland Central Labor Council. Professional entertainers were employed to amuse the gathering at both the morning and evening session. An array of boxing artists contributed. To top this feature, Davis, himself, put on the gloves with Jimmie Fitten, the auburn haired wonder, who a few years ago successfully met the best light weights in Australia. Society Red McDonnell and Wild Barbeau came to the line for a few rounds, but Barbeau became weak and fainted. He was carried from the hall.

The local desires to thank the Benevolent Society for participating in this entertainment and earnestly hope that the members who do not belong to any fraternal organization will seriously consider the benefits to be derived from being a member of the society.

F. R. D.

## NEARLY ALL IN.

**Canton, Ohio**—The month of May has been great for Div. No. 702 of Canton and Massillon. There is yet more to happen. We started right in. We have nearly all of our associate workers in membership within the organization. We are trying to show the necessity of organization to those not yet in and we believe we have given them a good illustration.

We had with us recently G. E. B. Member Edw. McMorrow of Chicago and Organizers

Tom Griffin and C. E. Marsh of Div. No. 268, Cleveland, O., who helped us to organize. Board Member McMorrow gave us a very interesting talk on the aims of organized labor. It did a world of good. It brought us closer together as working men.

We have our officers elected and they are ready for work.

Bro. A. Mason recently returned to work after being laid up 16 days from the effects of an injury sustained while on duty. 702.

## GOING SOME.

**Niagara Falls, N. Y.**—This branch of Div. No. 623 is going some. We obligated 80 trackmen at our last meeting. It kept Conductor M. D. Lewis busy for a few minutes introducing them to the president.

Bro. Frank Ramsdell has been kept busy distributing applications for membership on the Niagara Gorge system. New men are coming on that line for the summer months.

President Frank O'Shea and Board Member J. Parker have been busy recently negotiating on our new agreement with the company. A large mass meeting was held in Buffalo, Wednesday night, May 21, at which the agreement was ratified. Special cars were supplied to take us of the Niagara Branch to the meeting and return.

Bro. Clarence Tyson, who is now on the interurban line, can be seen traveling back and forth to and from his work in civilian clothes. Some class.

Bro. William Birmingham has no fear of guns of any caliber.

We are pleased to report the sure ultimate victory of the wives of Bros. Clifford Quimby and Frank Henning, both of whom were recently compelled to undergo operations.

Bro. Clinton Hyate is recovering in the hospital from an operation for appendicitis.

A. M.

## CONTEMPLATE NEW LINES.

**Helena, Mont.**—Our regular monthly meeting was held Friday, the 19th, at 12:30 a. m. Matters of importance came before the meeting. Bro. L. Brainard was appointed treasurer to succeed Bro. George Douglas who resigned and has sailed for Ireland. Bro. Brainard will fill this position with credit, as he always attends all meetings and has the interest of the local at heart.

Bro. Ed. Majors has recovered from recent illness and is again at work.

Several of our brothers recently took a trip to Butte to attend a baseball game and while there met some of our brothers from Div. No. 381, who seem to be a live bunch and pull together. Pulling together will make even a small local strong.

Winter seems to be reluctant about leaving us this year and we have recently had two days of snow.

The company has received a load of new ties and are preparing to make repairs. They are also contemplating building two new lines, one to the Scratch Gravel District and the other to Park City. This will increase our membership and create new runs.

Div. No. 495 extends regards and best wishes to all of the Amalgamated family. 495.

## EVERY MAN IN.

**Peterboro, Ont.**—While Peterboro is but a small traction system, every man here is a loyal member of the A. A. of S. and E. R. E. of A. The last two were admitted at our recent meeting.

Four of our members have joined the 93rd Battalion and are about to leave for Barriessfield preparatory to going overseas.

Bros. Mead and Eason are on the sick list. Bro. Eason is in the hospital with a fractured leg, the result of an accident.

Our Park line is now in operation.

Bro. Meredith is on the park night run.

W. A. D.

## BE PREPARED.

**Lynn, Mass.**—On May 16, Div. No. 233 held a well attended meeting. Much routine business was transacted. Bro. Larry Curtin of the Joint Conference Board, requested suggestions in regard to our proposed new agreement. It was voted to hold a special meeting at which to discuss this subject. A Central Labor Union member was present in the interest of the Lynn Gas and Electric Company employees. The employees of the Gas and Electric Company organized. The company refused to recognize them. The men went out on strike. The company made a canvas of the homes of the employees and offered them an increase in wages and better working conditions if they would return to work and give up the organization. Some of them got cold feet and returned under those conditions. Those who are standing firm now know where to find them. The community will also learn to know those men. Their traitorous act will never down. It will live after they have passed away to the chagrin of their own children. A man had better hesitate and think twice before he scabs. Our local voted \$10 to assist the C. L. U. in this fight and agreed to an assessment of 25c a member for further assistance. If it is needed our men will be willing to donate 25c a week per member during the period of the strike. It is a public utility company and unless it recognizes the rights of its employees to organize it will suffer the consequences, as the community will not tolerate such arrogance. The company is open for attack and seems to be inviting embarrassment. When such arrogance is assumed by such companies it is about time for the public to talk public ownership or public control. There should be entered in every grant for extension or improvement that this company receives in the future, a provision requiring it to submit for arbitration its labor disputes and there should be embraced a fair wage clause, with an eight hour service day limitation.

May 23 we held a special meeting in two sessions, the first at 1:30 o'clock p. m., and the second at 8 o'clock p. m. These sessions were not so well attended as they should have been. The members should bear in mind that it is up to each one of us, individually, to see that our working conditions are bettered. Let's brace up, every man of us, and do our share and then we can blame no one but ourselves if we don't get what we want. It will also take the load from the shoulders of the few who have worked hard and long for us, but who get very little credit. Several fine suggestions were made at the meeting relative to the proposed new agreement.

The thought of preparedness is foremost in the minds of every American citizen at this time. This thought is centered on the Army and Navy. Someone is interested and that someone has been able to stir up a wonderful sentiment. Someone is interested in our coming attempt at a new agreement. Let every union man on the entire Bay State system be that someone. Let not a member of the whole 16 locals fail to prepare for the future and let them all work for better hours and wages. Don't forget, October is not far off. Be prepared.

233.

## OBTAIN LIBERAL AGREEMENT.

**San Antonio, Tex.**—It has been reported that Div. No. 694 has been instituted here in San Antonio. We are it. We were organized in February by International Vice-President Ben Commons and at this time all except two old employees are members.

Our first and present officers are: President, George H. Nelson; vice-president, J. W. Mann; recording secretary, H. M. Phillips, who resigned and was succeeded by William Chemnitz; financial secretary, G. L. Johnson; treasurer, C. C. Ferguson; conductor, I. T. Rouse; warden, C. H. Vaughan; Trades Council delegates, S. D. Allen, W. F. Brod and J. R. Holland, who resigned and was succeeded by James Bowker; executive board, G. H. Nelson, W. P. Gilliland, W. M. Smith, O. E. Todd, N. C. Alexander and A. V. Rambo.

We had been organized but a short time when we submitted a proposed working agreement to our employing company. Thanks to the efforts of our executive board, headed by President Nelson, we obtained a liberal working agreement.

Our meetings are held twice each month. On the second Friday of each month at 8 o'clock p. m. is held the meeting of day men; on the fourth Friday at 9 o'clock a. m. is the day and hour of the meeting of the night men. Our meeting of night men, held Friday, May 25, was well attended. We unanimously endorsed donating one hour's pay to the Danbury Hatters.

Bro. G. E. Allen is recovering from a recent operation for appendicitis.

Bro. H. L. Mesch is suffering from injuries sustained by falling off a car.

Let's not forget our meetings. It is all important that we should be in attendance at all meetings.

694.

## IN HEALTHY CONDITION.

**Gloucester, Mass.**—Our May meeting was the largest in attendance that Div. No. 270 ever experienced. President Poole was pleased and it looks as though our local has at last awakened. None were absent but those who were marring cars.

The local is at present in a healthy condition, only Bro. Darling being on the sick list.

Bro. William H. Viator, one of the most popular motormen, made himself so popular with an estimable young lady that they were married. Bro. William R. Noble acted as best man. Mr. and Mrs. Viator have our best wishes for a long, peaceful and prosperous life.

Our baseball team has started training and expects to be reckoned with during the season, as they are looking for a few outside games.

Those of our members who have later followed the course of Bro. Viator are Bros. Parks, Drollet and Burke. Rumor has it that Bro. Babson anticipates matrimony in the fall and has determined upon passing his honeymoon in Ohio.

Bros. Erwin and Currier are indulging in a little farming as a side line.

Bro. Wilkins, after ten years as a motorman with us, has received an appointment as an R. F. D. mail carrier. He has our best wishes. A ten-pound boy recently made his advent in the home of Bro. Morris.

Bros. Bray and Keith each have a new auto. Bro. Carter is now happily ensconced in his new house.

Warships recently paid a visit to Rockport and Gloucester. They always make things pretty lively when they show up by increasing streetcar traffic.

Don't forget, brothers, that we are looking for a new agreement to substitute the present one in October and our meetings should continue well attended.

P. O.

## LOCAL RESURRECTED.

**Moose Jaw, Sask.**—Our local of the Amalgamated Association, after a long sleep, has been revived. We were resurrected by Secretary R. H. Chadwick of the Trades and Labor Council, who was assisted at our resurrection meeting by President J. E. Regan of the Regina local, to whom we extend thanks for his presence and assistance as well as to Secretary Chadwick.

Our new officers are: President, A. Brierly; vice-president, W. T. Callow; recording secretary, Homer Laughed; financial secretary, George Leveridge; conductor, B. Roxborough; warden, T. Mansley; sentinel, William Blundel; correspondent, H. Knight; executive board, E. Hingle, S. Walker, L. Woods, W. Alderson, Joe Cree, A. Brierly and Homer Laughed; Trades Council delegates, George Ford, T. Shaw, J. Bingham, H. Sykes and S. Walker.

This time we believe we will make this organization a permanent factor in the affairs of our growing city.

Cor. .

## ADVISE SECRETARY WHEN CHANGING ADDRESS.

**Salem, Mass.**—Those who do not regularly receive the Motorman and Conductor are requested to notify our recording secretary, Bro. William Feehily, giving their name and accurate address. Members moving from one address to another should bear in mind that it is necessary to notify the recording or financial secretary of the change of address, that the change may be reported to the general office.

Our double-truck open cars are now equipped with one-fold double running-board, which at first seemed quite awkward, but becomes convenient as we get accustomed to it.

Again we are urged to patronize only those who are fair and just to their employees—in a word, those who are union—and insist upon goods bearing the union label. In doing this we are helping our own cause as well as the cause of every other worthy and deserving wage earning man and woman.

Roland Patch, son of Bro. Austin Patch, our veteran motorman on the Wenham line, now has charge of the agricultural department of the National Soldiers' Home at Hampton Roads, Va.

That hair-raising noise heard day and night thundering as a German fleet bombarding Salem Harbor is the chug-chug of the motor boat owned by Bros. Pat. Boles and Michael Dunleavy. Pat. is captain and Mike is mate. It is reported that they often have others in the crew and burn considerable gasoline in terrorizing people along the shore, where the water is deep and free of rocks. Fine team.

If all in Salem were trade unionists our contention with the jitney busses would be at an end, but all are not trade unionists and the end is not yet here with the jitney bus. Now the question is—how shall we recover that part of our traffic outside of the trade unions who still persist in patronizing a means of transportation that adds nothing for the trade union movement in general and takes directly from us? It is necessary to gain sufficient to make the jitney means of transportation unprofitable to those who have no community interest to serve. This can be done by making our means of transportation sufficiently inviting and attractive through first-class, courteous service.

Our meetings are being well attended, but there is yet room for improvement. Remember, we pay rent for a hall in which to hold our meetings and there is no excuse for any of us to hold meetings in the office, lobby or car-barn. Our local is in our hands and it is up to us to show business interest and aptitude by being on hand at the meetings. Rex.

## THANKS TO DIV. 85.

**Mars, Pa.**—Thanks to Div. No. 85 and the stand her members took in regard to the wage adjustment. Their course assisted us in the consummation of our new agreement. Our company had agreed to give us the Div. No. 85 scale, which is now embraced in our new agreement. Our wage rate is now 27c per hour for the first six months' service men; 29c for the second six months; 31c for the third six months; 33c for the fourth six months and 35c per hour to those of two or more years of service. We also secure several other concessions and our agreement covers a two years' period.

In connection with our recently consummated agreement let me confess on behalf of our membership that it is our opinion that Mr. Tennis, the vice-president of our employing company, is a most agreeable agent to deal with and that we have reason to congratulate ourselves that we are in his employ. We further wish to extend thanks to the secretaries of different locals who so promptly responded to our query in regard to the wage rates prevailing on their respective systems.

It is rumored that Bro. Brooks, in point of service our second oldest motorman, who is on a ninety days' leave of absence, is about to engage permanently in the dry cleaning

business in Reading, Pa. There will be some moving around among the boys on the board in the event that Bro. Fry, our oldest motorman, should follow Bro. Brooks' course.

We have seven new men on our force this spring, four of whom came as members of other locals and the other three will soon be in our ranks.

Brothers of other locals who happen to visit this vicinity would do well to bear in mind that members of Div. No. 878 man the famous ninety minute flyers between Pittsburgh and Butler. These are the drummers' delight and are well patronized by who's who of the two towns.

If hard work will do it, Dick thinks our freight men should get fat this summer.

Where does "Sheney" spend his Saturday nights and Sundays? Youngster.

## DETROIT DIGEST.

Bro. Lawrence Johnson, a motorman of some six years' experience, died May 31. His remains were taken to Hastings, Mich., for interment.

At a recent well attended meeting of the Division it was voted to allow payment of disability of \$1,000 to Bro. Charles Lyons who has lost his eyesight and will never again be able to pursue his employment.

Bro. William J. Green, one of the oldest members of our association, and who has become unable to continue his duties as a street railway man, has been paid \$1,000 old age benefit.

Bro. William Ridley, another of the old original members, has become incapacitated for further employment and was granted \$1,000 old age benefit.

Secretary McLellan desired that all members having lists of subscribers to the injunction initiative petition turn the petitions in to him at the earliest moment. Turn these petitions in even if there is but one subscriber, as every one counts.

Members of Div. No. 26, Detroit, have received special invitations to attend the wedding of Bro. Henry Damrow, which is to take place June 21. He was a former member of Div. No. 26 and Secretary Neil McLellan will act as groomsman.

At a recent meeting a general discussion was indulged relative to changing the fabrics of uniforms. A resolution was presented to adopt serge uniforms for future use. The question was ordered to a referendum vote. At this same meeting it was voted to elect delegates to the State F. of L. Convention and the vote upon the uniform fabric will take place at the time of the delegate election.

At a recent conference with Mr. Brooks, who is vice-president of the Detroit, Monroe and Toledo Short Line, upon the question of membership of the D. M. and T. men in Div. No. 26, the committee has been instructed that while those men will be dealt with as members of Div. No. 26, it will be necessary to make a separate agreement with the D. M. and T. Company, as the Short Line is a separate company from the D. U. R. Zug.

## NEW ACQUISITIONS.

**Hull, Quebec**—With recent acquisitions to membership from the car barn, powerhouse and substation, Div. No. 591 can report genuine progress.

The stork recently left a fine boy at the home of Bro. George Lajoie and a nice girl at the home of Bro. C. Gardner.

Queens Park is now open for the summer, much to the edification of the spare men.

Bro. Carboneau is taking preparatory lessons on the violin, to furnish music at the weddings of Bros. Ducharme and McCann.

Bros. George Guertin and G. Proulx are again on the short belt line for the summer.

Bro. Jos. St. Jean is doing well in government employment, but still remains our president.

Our meetings are being well-attended.

## BRANCH ON STRIKE.

**Buffalo, N. Y.**—The officers of Div. No. 623 have just completed a new agreement with the International Railway Company. It will be voted upon by the membership Wednesday, May 31. I may well predict that the agreement will be ratified by our members. It is as good as any in the country. The wages may not be as high as in some places, but they will be the highest in the state of New York, while our working conditions excel any we have seen so far published throughout the country. The committee who succeeded in consummating this agreement consisted of President Frank O'Shea, Business Agent C. F. Conroy, Secretary-Treasurer R. C. Bronson, Recording Secretary Frank Reilly and Committeemen John Kulp, Harry Compton, Frank Katzmayer, John M. Parker, Jim Ross, Dan Neylan, Burt Brado and George Dettley. Others were called upon from time to time and we were assisted in our work by International President W. D. Mahon and G. E. B. Member J. C. Colgan.

Of the membership of Div. No. 623 are the motormen and conductors of the Buffalo Southern Railway Company, an interurban operating out of Buffalo. Forty-three of our members work for this company. The road is in the hands of a receiver appointed by the court. Mr. M. A. Bundy, the receiver, refused to meet and treat with his employees as members of the Amalgamated Association, although they have been working under an agreement for the last three years. The committee did everything in its power to meet this man, but he refused. The forty-three members voted to suspend work to protest the action of the receiver. They were sustained by the International and work was suspended May 24. The newspapers of Buffalo are taking an unfair attitude towards these men by refusing to print their side of the case. The papers, however, are carrying display ads announcing: "Wanted—Motormen and conductors by the Buffalo Southern Railway Company." No one seems to apply for the job. The men were receiving 25c per hour flat rate and strikebreakers do not want that kind of a job. The men are asking for the same wage rates paid the Buffalo men. Public sympathy is with them and they are bound to win. The strike is in charge of Executive Board Member John Hodson, representing that branch of our local. They are also being assisted by Business Agent C. F. Conroy and Recording Secretary F. Reilly.

Sympathy of the local is extended to Bro. John Kulp and family in their recent bereavement at the death of their little son, whose death occurred as a result of being struck by an automobile while he was returning from school. The local also extends sympathy to Bro. P. McHugh and family, whose son also sustained injuries by being struck by an automobile, which proved fatal.

Bro. Burt Brown is a likely candidate for membership with the Cold Spring tug of war team.

Bros. John Curio and T. DeMeario showed their worth this spring in the organization of the trackmen.

Some of our "snails" have already left our ranks for other fields. We trust they will be as unsuccessful in other future attempts on the ranks of organized labor as they were here.

In the recent death of Motorman John Richie of the Seneca Station, our local has lost an esteemed member. His death occurred May 2 from a complication of diseases. He was aged 28 years, 11 months and 9 days. He is survived by his parents, five sisters and two brothers, to whom our sympathy is extended.

On future trips to South Buffalo, Secretary R. C. Bronson will carry an extra tire. 623.

## AGREEMENT UNDER CONSIDERATION.

**Hartford, Conn.**—At a meeting of Div. No. 425 held in two sessions, one at 8 o'clock p. m. and the other at midnight of Monday, May 15, the chief topics were working conditions and wages. Vice-President Thomas Lee occupied

the chair, President Kelly being excused from sickness.

Business Agent Edw. P. Lawton and Recording Secretary Frank O'Meara have done their share of work on our proposed new agreement and the boys must "hand it to them."

During the month of May, Bros. Campbell, Lowman, Lader and Horan assumed the distinction of being fathers. Congratulations.

Bro. Thomas Lewis is seen along Woodland Street Sunday evenings, including a throbbing heart.

Bro. Martin Leamy has on hand good stocks of timekeepers and information.

Our baseball team has made rapid progress. It is now prepared to hear from some near local—New Haven, Springfield or otherwise.

Bro. Archie Fennett's new song is making a hit.

Bro. Schrieber is contemplating a fishing trip.

Bro. John Dunn is having his picture taken and reports that as soon as his cork leg gets into working order he will make the run for mayor at the next election. 425.

## PREPAREDNESS THE THOUGHT.

**Lawrence, Mass.**—Div. No. 261 held her annual smoke-talk the evening of Monday, May 8. The committee that had charge of the entertainment program comprised President D. W. Cahill, Vice-President William Riley, Bros. Frederick Keough, Edward Barker, William Fox and John Featherstone. Music and songs were a feature. The program consisted of piano solo by Bro. Charles Naylor and tenor singing by Bro. William Riley. Bro. Thomas Shine of the Boston local, contributed a song as did Bros. Frederick Keough, John K. Smith and Mr. Gilmartin. Concertina music was rendered by Bro. Thomas Sutcliffe and a duet by Bros. John Smith and John Howlan. Dennis Noonan entertained with comedy as did our Scotch comedian, Bro. Charles Neal. Speakers were G. E. B. Member John H. Reardon, Hon. Richard Cullinane, A. F. of L. Organizer Thal, Bros. Matthew Higgins, Thomas Shine, Regan and McLaughlin of the Boston local, Mayor John Hurley of Lawrence, President Fred Crowley of the Lowell local, and President O'Rourke of the Haverhill Division. The meeting was held in two sessions—8 o'clock p. m. and after midnight. Lunch was served at both sessions.

Bro. Matt Hannigan is nursing a severely bruised hand, which resulted from being jammed between two doors.

Preparedness seems to be the thought of the nation. There is no better preparedness to the end of serving society than the establishment of a universal eight-hour service day. Employees of steam roads are now undergoing a strenuous effort to bring this about upon the steam lines. Why should we not adopt it as a purpose? C. G. S.

## WORKING ON WAGE AGREEMENT.

**Muscatine, Iowa.**—President William Hathaway of Div. No. 599 is devoting his time to effecting a new wage scale which has been under consideration for about three months. Conferences are held at Davenport. It is rumored that the wage feature of the agreement will go to arbitration.

The Davenport and Muscatine company is contemplating moving the car barn located on East Third St. to new quarters. The company owns land at the edge of the city and it is possible that they design to build there.

Members will please remember that our meetings are held on the last Saturday night of each month.

Would it not be good policy for all of us to leave the end of the line on time? This would give a fair show to all.

The lapel of your coat is the proper place to wear the emblem button.

Get every nickel you can, as it helps to pay your salary.

Politeness is always in order.

## SECURE STATE ARMORY.

**Providence, R. I.**—The legislative committee of Div. No. 518. After struggling for three years have at last been successful in securing the State Armory situated in Providence, R. I., for their annual ball which will be held on Thanksgiving eve of the present year. A large floor space in the drill shed will make an ideal place for the holding of the convention ball here in 1917, where all of our visiting delegates and friends will have plenty of room to trip the light fantastic.

Members of our division are forming a baseball league. Schedules are being drawn up, and some lively times are expected. When we have developed to the proper degree of baseball efficiency, Div. No. 589 may hear from us. While there are many things that we are willing to forgive, we can never forget, Nuf ced.

The season for open, or "bloomer" cars is here. A word of caution to our members. Every man should carefully watch the other, and do his utmost to protect him from injury, and accident, while working on the running boards of open cars.

In the future our meetings for night men will be held at 9 a. m. instead of at 1:30 a. m. This change was suggested by the night men, and we trust that they will appreciate the change to the extent of attending the meetings better than in the past.

Another suggestion to the men who attend the early meeting at 8 p. m. is, try and get to the hall on time, that the meetings may be started on time. If this is done we will all be able to get away in good season.

Have you heard of the new craft, boys? I have reference to the culinary workers and waiters. When you go into a restaurant or lunch room to eat, find out if the help is unionized. If they are not, talk to them and try and get them under the banner of organized labor. Look them over around the car houses. You have a right to say under what conditions you shall eat.

Labor Day will soon be here again. It is none too soon to get ready for it. Let us be up and doing and be in readiness to make our usual good showing in the line. 618.

## UNIONTOWN PRESENTS HUMILIATING SITUATION.

**Pittsburgh, Pa.**—The affair of Div. No. 85 have reverted to normal.

Our agreement arbitration this year resulted much more to our interest than our past arbitration experiences. This year the company officials and the officials of our local acted as arbitrators and as a result we obtained a substantial increase in wages. We also obtained appreciable improvements in our working conditions. Associated with our business agent upon our agreement committee this year were President P. J. Ward, Financial Secretary P. J. McGrath and Executive Board Members E. L. Watson, O. R. Ward, Wm. N. Armstrong, Jas. Nash, and Rudolph Green. Our business agent is International Vice-President J. J. Thorpe, whose policy was followed in directing the course of negotiations.

Div. No. 85 has always been more or less embarrassed in her wage adjustments with our employing company. The company endeavors to use to pretty good advantage the wage rates of unorganized street and electric railway men throughout the state, impressing upon our members the advantages they are enjoying above the Pennsylvania standard of wages. First they prod us with the argument that in Philadelphia, a city three times as large as the community which we supply with transportation, the company pays upwards of four cents per hour less than we receive. This has always been the case. Then they cite the low wages of other cities such as Altoona, Harrisburg, etc., all unorganized. But the most convenient illustration they use is the Uniontown and Connellsville system, operating from McKeesport, the terminal of the Pittsburgh Railways system, east. The company is always in a position to tell us that those men never ask

the employing company for an increase in wages.

The general influence of Div. No. 85 extends to the unorganized systems throughout the state. After we obtain an increase, "voluntary" increases are given upon other roads. We have particularly advanced the wages and bettered the working conditions upon the McKeesport, Connellsville and Uniontown system. We have spent money and invoked the assistance of the International to extend the organization to those men, that as an organized body they might be self-helpful. But the platitudes of that company at times when our help is extended to them seem to prevail and they usually accept the "voluntary" professions of their employing company and drop back into the old rut. That bunch of men constitute the most distasteful loadstone that Div. No. 85 is compelled to drag along. It is a case of where a few old men seem to be able to destroy the possibilities of the whole of them. In going over the system one finds a great many good men who would make loyal union men and who understand clearly the value of organization and what it would bring to them in the way of wages and working conditions. Yet there are enough palatable grovelers and fawning weaklings in the older element to interfere with the purpose of the better class. This situation will likely continue until enough good men on the system force the issue. Div. No. 85 is hopeful that the time is near at hand when that event will occur. They will get the united support of the Pittsburgh street railway men when the time comes. As one of the men upon that system who seems to understand, said: "It is a most humiliating situation. A man can hardly respect himself and work here." The wages that the recent effort to organize the Connellsville and Uniontown men resulted in are the same wage rates that Div. No. 85 obtained for the Washington and Beaver Valley members of our local. It was a substantial increase for which they can well thank Div. No. 85.

Our local, through our business agent, recently made a settlement upon the Highland Grove line, McKeesport, in which those men obtained from four to six cents per hour increase in wages.

Our president has been requested to insist upon the recording secretary being a little more prompt as correspondent. In the event that he fails to fill the bill Bro. Ward says that he will appoint a correspondent, so that Div. No. 85 may be heard from through future issues of the M. and C.

Our genial F. S., Bro. P. J. McGrath was elected Second Vice-President of the State F. of L. at the recent convention of that body held at Beaver Falls. N. S.

## SUBJECTED HIMSELF TO A FINE.

**Oswego, N. Y.**—At a special meeting and banquet held by Div. No. 681, Friday evening, May 28, G. E. B. Member Wm. B. Fitzgerald was present and delivered a most interesting address, which was appreciated by those in attendance and the meeting was well attended. Pres. Barrette of the Auburn local, although a young man, by his address to us showed himself a man of keen intellect and superior to his years in judgment and reasoning power. Following Bro. Barrette, Bro. Sampson of Div. No. 669 gave the boys to understand that he is fearless of all but the missus. Business Agent Drohan of the Syracuse local was present, but assured the boys that he only came just for fun. His presence, however, was appreciated. Bro. Joe O'Sullivan of Rochester subjected himself to a fine by his absence. Come again, brothers, you did us tons of good.

We understand that Mr. Ernest Gaxenbach, general manager of the Empire United Railways, has tendered his resignation. Although we regret this, we wish him prosperity in his future ventures.

Bros. Larkin and Anthony are cultivating fine gardens. Bro. Larkin seems to lead and is making a specialty of summer squash.

The boys are confident that Bro. Tack's new suit bears the union label.

Joe.



## OBTAIN SUBSTANTIAL INCREASE.

**New Haven, Conn.**—A special meeting of Div. No. 281 was recently held at which consideration was given to the results of the wage conferences that have been held in effecting a new agreement with our employing company. The meeting was well attended. It would be most pleasing if our regular meetings throughout the year would have a like attendance. It might strengthen the spirit that has to do with our wages and working conditions when the time rolls around.

The final wage proposition brought back for us to vote upon by the joint advisory board was 26c per hour for first year of service, 3½c increase; 28c for the second year, 4½c increase; 30c for the third year, 6c increase, and 32c for those of three or more years of service, 3½c increase, with 10c an hour additional for overtime. The greatest increase was 6½c per hour to the fourth year class. This to motormen and conductors. Barn men had an offer of 25c per day increase. Consideration was given to the fact that the New Haven trolley men care for the transportation facilities of many shore resorts. There are Yale football and baseball games that are money makers for the Connecticut Company. We are also the largest city in Connecticut. Our representatives on the conference board were instructed to demand 35c an hour. We regard that rate as considerate and fair. We also wanted time and one-half for overtime and better working conditions. Conferences yielded some better working conditions. When the question was put to a vote, Div. No. 281 voted not to accept the final terms offered. However, we are affiliated with several other locals, jointly, upon agreement contracts and a vast majority of the members of all of the other locals voted to accept the wages submitted. Working for the interest of labor, Div. No. 281 gracefully conceded to the majority vote and our new wages for two years will be as given above.

President Hugh Gartland and Board Members Martin Broen and Wm. Hussey rendered service upon the joint board during our recent wage negotiations that brings to them the thanks and appreciation of the members of our Association. They also received the assistance of Bro. Charles Minnix, who rendered valuable advice. Bro. Hussey got in his work for the barn men in grand style.

Throughout our wage conferences it was reported that General Manager John K. Pumberford of the company was appreciably considerate and pleasing, which inspires confidence that our future relations with him will be agreeable.

C. P.

## WAGES INCREASED.

**Galesburg, Ill.**—Div. No. 516 held her regular monthly meeting Friday, May 19, in two sessions in Trades Assembly hall. President H. S. Lucas was in the chair. Both sessions were well attended. Through the generosity of Huffund Bros., No. 6 cigars were enjoyed at the evening session.

President H. S. Lucas had the pleasure of spending a day in Peoria, May 17, where he attended both sessions of a meeting of Div. No. 416. He reports that he was well received.

Starting with the June dues, we will obtain our monthly buttons from Brother Joe Lynch of Chicago, who is a member of Div. No. 241.

Don't forget that we hold our meetings the third Friday of each month.

Bros. Turlby, Kemp and Orner are reported on the sick list.

Bro. H. C. Hughes has returned from a trip to Oklahoma.

Bro. Joe Smith recently paid a visit to Kentucky.

We have a new agreement with our company. It extends over a period of three years and carries with it an increase in wages. Our committee was assisted by International Vice-President Bill McClenathan of Chicago.

Our annual benefit will be held at the Kosy Theater, June 8 and 9.

Bro. H. S. Lucas received the sad news that his father-in-law died May 18. Our sympathy is extended to Brother and Mrs. Lucas in their sad bereavement.

Brother William Gibson is partial to roses. Brother C. A. Kinney is anxious to make the acquaintance of the janitor at the hospital.  
A. O. M.

## OFFER PRIZE FOR NAME.

**Salem, N. H.**—Plum Island resort opened Saturday, April 29, for the season. It will be well patronized.

Bro. Tessamend continues work at the Salem repair shops.

Bro. Maurice Banks has joined those of preparedness with a new raincoat.

Free metal match-boxes were recently distributed by Bro. O'Neill as compliments from his brother, who recently paid us a visit from Danbury.

At Salisbury Beach there is being constructed a fine dance hall. \$100 is being offered as a prize for the one who suggests a name for the new pavilion that will be accepted. All proposals must be submitted on or before June 17. The contestants should address their suggested names to Michael Cashman, 57 Water Street, Newburyport, Mass., enclosing a return envelope.

Bro. George Rourke has left us to sell automobiles in Vermont.

Business Agent Wiley, of the Moving Picture Operators, is trying a hand with us during the reconstruction of the Star Theater, which was torn down to be replaced by the new post-office.

Bro. Batchelder now has a night run.

Bro. John Delano was recently an accidental happy guest at a bowling banquet.

Bro. Foster has entered the ranks of married men. Both have our best wishes. Likewise Bros. Trout and Kelleher.

The watch raffle for the benefit of Bro. Ring has been awarded by Bro. Paisley to a Mr. Rose, of Newburyport, who held the lucky number.

The sympathy of our membership is extended to Bro. Tarbox in the recent untimely death of his brother.

Mr. Woodman, our general manager, has completed a fine summer cottage.

Our company has purchased an auto tower car, equipped so that it does not depend upon the trolley wire for current in its operation.

Bro. Locke has been assigned to the office force in Haverhill.  
595.

## NEWSPAPERS WERE PROMPT.

**East St. Louis, Ill.**—Div. No. 125 was an immediate witness to a recent strike of the Electrical Workers, consisting of linemen, electricians, power-house men, sub-station operators and ground men employed by the East St. Louis and Suburban Railway. It was a complete tieup, which lasted but two days. The company agreed to practically all demands. The members of our local learned a few things by that strike from which they should profit in the future. The daily papers were very prompt in publishing the statements of the company officials in regard to the controversy. But the members of our local do not believe everything they see in the papers.

At our last meeting a proposition for straw caps was voted down.

Our meeting of May 17 was well attended. Nomination of officers came up. Our sick committee reported practically a clean bill of health, which was gratifying.

It has been stated that Bro. Jack Cunningham was recently seen on the corner of Broadway and Collinsville Ave., with a new design on his cap.

Bro. H. Berghahn calls for pigtails and sauerkraut.

Don't forget that the proper place for your union button is on the lapel of your coat and in the event that you have no coat on it should be worn in a conspicuous place.  
125.

## CONTEMPLATE OPENING NEW LINE.

**San Francisco, Cal.**—The members of Div. No. 518 are experiencing a slash in runs. On the A, B, C and D lines four runs were taken off and trippers substituted. New time-tables will soon be out at the Potrero Barn for the E, F and H lines. The J line will be eliminated. The J line was put into operation at the opening of the fair, from the grounds to the Ferry Building. It was a fine paying line, but as the fair is nearing extinction it would be an encumbrance. We have been looking forward to the operation of the Church Street line. The United R. R. is looking for the hog's share in the transfer exchange and is blocking the municipal system, in every way possible, through the courts. But our city officials are not to be shelved. They are going right ahead and intend to build alongside of the corporation's tracks, especially on Market street, from the Twin Peaks Tunnel to the Ferry Building. Our Church street line, however is nearly completed and we trust it will not be long before it will be in operation.

President E. Vandeleuer and a committee of the executive board are working for an increase in wages. At the last meeting, May 25, a very encouraging report was made. We have the substantial backing of the Labor Council which counts for more than anything else. Without that support our officers could not accomplish much. President Vandeleuer's smile however, as he rendered his report particularly encouraged our members.

We are laying plans for a big ball at a date probably some time in September. It will be at the Civic Center Auditorium. In the past we have been successful in these events. Let's make this affair one never to be forgotten. Bro. Hawley is chairman of the dance committee and it is up to us to see that he gets the necessary support.

Bro. Voght has returned to work after several months' sickness.

Bro. Fiddes, crippled some time ago with a sore leg, is working temporarily as switchman at 25th and Potrero.

Bro. Clift is off suffering from rheumatism in the hand.

We wish to Bro. J. H. and Mrs. Becker, recently married, a continuous life of happiness.

During the vacation of Bro. A. M. Trask he was presented by Mrs. Trask with an eleven-pound girl. Mother and babe are in the best of health.

If any of our members do not receive the M. and C., there are several reasons. But most of all if you move be sure and give your new address, together with the old, to the recording secretary or correspondent, who will see that the change is properly made. The publishers do not know where you live unless your agent notifies them. 518.

## SYSTEM REQUIRES WARS.

**New Orleans, La.**—Our Arabella trolley ride given Wednesday evening, May 6, was a success. Another will be had to Shrewsbury, July 15. They are benefits in the interest of members in distress.

The death of Bro. Ed. Johnson, which occurred May 4, has taken from us a most respected member. The local extends sincere sympathy to the bereaved family.

A pretty wedding among us took place May 9, when the second oldest daughter of Bro. Charlie Bogel was married to Mr. Emile Councilman.

At the homes of Bros. J. T. Traushina and Ed. Smith the stork recently left each a fine boy.

We are to have a great preparedness parade here July 3. Our company has made elaborate arrangements to participate. There is little doubt that our nation needs preparedness for war. These preparedness parades are a mighty influence in the way of educating the common people to the importance of not too close social and civic relations. The natural organism of society must be along the line of the many

serving the few. This system cannot be long maintained, when counted by generations, without wars and preparedness for wars.

Wake up, boys, and get to the meetings. There is some reason why labor should be prepared on its side.

Bro. George Ryan, No. 2 in seniority, recently picked a run on the Shrewsbury line. "Let George do it."

Bros. F. P. Bourgeois and P. Serrac are absent on sick leave.

Bro. Frank Graziano is at present serving as a delegate to the Progressive Party Convention in Chicago, representing the Second Congressional District of Louisiana. "Bully" for Frank.

Barb Wire.

## ONE DAY OFF IN EIGHT.

**Victoria, B. C.**—At last our effort to obtain a weekly day of rest has been rewarded. On June 15 we start on our block system which will give each man every eighth day off. This is the most progressive step we have taken for some time. Its value can be understood by the fact that we were compelled to contest for this privilege before the Premier, the company using every dissuasion possible. The government, however, decided in our favor.

Our best wishes go with Bro. T. Hornbrook, who has taken a position with an insurance company. He was a long time with us and will be missed. He was a good friend to the extras.

Bros. T. Gribble and Joe Latremouille have returned to work on the cars after having been discharged from the military service.

Bro. J. Wood decided to don the khaki. He conducted a whirlwind campaign on the corner, persuading several of our members to join. Doc went but got stalled on the last lap. Altogether about fifty of our members have now joined the service, in fact nearly all who can pass.

Bro. Ridge has returned to work, although yet weak from a long illness. Bro. Bayliss showed the right union spirit by temporarily changing runs with him to enable him to get home earlier at night.

Nearly every car is in the hands of a probationer, both back and front. Some of our brothers must be making money.

Let's stimulate our attendance meetings. Remember, our officers can accomplish most when well supported. COR.

## SATURDAY HALF HOLIDAY.

**San Francisco, Cal.**—Born in January, full grown or 100 per cent organized in April is the record of Div. No. 687.

In March we obtained, with the assistance of the Civil Service Per Diem Association, a Saturday half holiday, with pay. About the same time the Per Diem, with our assistance, obtained for all members of that body, about 800, a 12 days annual vacation, with pay.

Let me tell you, brothers throughout the Amalgamated family, there is nothing like thorough organization and adherence to the old motto—"One for all and all for one."

One of our esteemed members, Bro. C. Crowley, who was our secretary-treasurer, severed his membership and resigned his office with Div. No. 687 to accept a position in the San Francisco fire department. As an expression of our esteem the local passed a resolution as follows:

Whereas, Bro. C. Crowley, while with us was a faithful and energetic worker for the advancement of Div. No. 687 and won the esteem of his fellow members, therefore be it

Resolved, That the trackmen and car repairers' union, Div. No. 687, in regular meeting assembled, tender to Bro. Crowley our best wishes for a brilliant career in his new occupation and commend him to the fire laddies as a genial comrade who will make a stalwart and fearless fireman, and be it further

Resolved, That this resolution be inserted in the records of our Division and a copy be sent to our official journal, the M. and C., for publication. P. E. W.

## AGREEMENT CONFERENCES ON.

**Worcester, Mass.**—The jitney bus has again appeared in Worcester. The way they are going after trade, however, proves rather of a hindrance to their becoming popular. One driver recently received a severe beating from the husband of a lady whom he was endeavoring to convey to their home in his machine. These things point to a short life for the jitney bus in Worcester. It is rumored that the price of gasoline also has something to do with suppressing them, as it has gone sky high. We are in no wise worried over this recent appearance, however.

Bro. Gustafson, recently appointed inspector, seems an ideal man for the place.

The recent advent of a new redhaired boy at the home of Bro. William Brown was the occasion for enjoyment of a smoke. Best wishes to the redhaired boy.

Those expecting to purchase their supply of fish from Bros. Perry and Myers should get their orders in early as their Sunday morning catches are not even now meeting home consumption.

Our bowling team will long remember their recent visit to Springfield, where they took the second game from the team of Div. No. 448. Even in the face of their defeat our Springfield brothers were most genial hosts and we rather regretted that they were not equal to us in a bowling contest. We found that they have a splendid baseball team in training and, as that is our long suit, we expect to be obliged to duplicate our experience with them at bowling. We regret that Bro. "Pop" Kelly was not in the lineup. He had injured a finger against the runway, requiring medical attention.

Conferences are on between the officials of the company and our Association upon a new agreement. We hope that the suspense will be short and as a result that we may obtain what we think is right.

At the recent annual inspection the company officials were so particular that one of our brothers was instructed to purchase a new pair of shoes. Of course it was naturally expected that some of us would be advised to replace our uniforms.

The committee that had under its supervision the distribution of dance tickets for sale is anxious that members who are delinquent shall come forward and settle for their tickets, that a complete report may be made to the membership at large. To those who have not yet settled it is the proper time to advise them to get on the right side of the fence and pay up. Every year this thing happens. Some of our members keep putting off the settlement under one excuse or another. It should be and is absolutely unnecessary to drag along on such unsettled accounts.

22.

## ENJOYABLE FUNCTION.

**Pittsfield, Mass.**—Our operating company has lost several good men lately, because these men are getting better money elsewhere. More are contemplating withdrawal from the service. The G. E. plant here pays \$20 to \$25 per week to unskilled labor as against our 23c to 28½c per hour. At the G. E. five and one-half days make a week. With us we cannot get the money by working seven days a week. To keep good men on the job here this company will be compelled to increase wages.

Div. No. 496 was never stronger in respect to membership than today. All new men coming on are joining our Association at once. They seem to understand that it is a good thing.

The sixth annual concert and ball of our local was recently held at the Armory. About \$700 above expenses was realized. Aside from this it was socially an enjoyable function. Over 1,000 people were in attendance. William J. Gorman was master of ceremonies. The concert consisted of four numbers. Over 100 dozen carnations were sold at the door. The grand march was led by Miss Honor, Mayor and Mrs. George W. Faulkner, with Miss Beatrice Faulkner and Richard Phair second, after which came officers of the Association and invited guests. Over 100 couples participated in this

march. The dance order consisted of 22 numbers. The one-step and waltz seemed to be the most popular. The net receipts of the event will revert to the sick relief fund of the Association. Councilman Maurice Cavanaugh, who is a member of the Association, was general chairman. James Morrissey was floor director, assisted by Brothers O. G. Monroe, Owen McCoy and John Casey. Upon the committees were: Aides, William Curley, James Duffy, J. Kernochan, O. Quirk, William Neubauer, J. Bush, James Shea, Leon Dary, N. Hamel, G. Gallagher, G. Johnson, E. Tremblay, J. Powers, J. Gough, J. L. O'Connor, P. Singer, A. Dary, T. Pendergast, William Cowlin, C. Freeman, J. Dowd; reception committee, M. J. Cavanaugh, chairman, W. Bryant, George Francis, P. Clossey, M. Bossidy, Charles McCusker, D. Grant, R. B. McCarty, E. Gallup, William Powers, J. Sheridan, P. Powers, T. Fairweather, J. McNeice, J. McCarty, J. Coulot; J. McDonald, C. Wimple, William Sheridan, William Sullivan.

496.

## GROWING STRONGER.

**Quincy, Mass.**—With the advent of new men in the service Div. No. 253 is growing stronger. New men are being taken on for the summer rush. We have nothing but red blood men, including our newcomers. Every one of them is a member and can put his hand in his pocket to assist the cause of the Amalgamated at any and all times.

Bro. John Dolan is organizing a real baseball team. Foreman John Holmes is a live baseball enthusiast and has been advocating a change in the present team. We might suggest Dan Reardon at right field, Arthur French for short stop and John Byrne as catcher. If our boys do their best in actual training there is no reason why this local cannot lead the champs.

Bro. Eric Bergofors is an undisputed champion bowler. He won in the Bay State challenge team and is receiving congratulations.

Bro. Daniel Connors is now on his new job as instructor. He is an ideal man for the position, as he is patient and honest.

Bro. Herbert John Tate is now well settled in a real comfortable little home, which explains his absence from the lobby.

Bro. Chester is now wearing a broad smile upon an addition to his family.

His uncle, Mr. William Sprague from Maine, was a recent guest of Bro. Bill Kittridge.

Bros. James Gilmartin and Arthur Holmes are cutting a dash in their new blues.

Will someone explain why one of our brothers has an extra stripe on every new uniform he buys?

The Scout.

## NEW FACES UNUSUAL.

**New Castle, Pa.**—A dozen new faces can be observed on our cars this summer. This is so unusual that it is worthy of mention. Two runs have been added to the Park line for summer work, which afford regular employment for four new men.

Bro. J. Goremán represented Div. No. 89 at the recent Pennsylvania State Federation of Labor convention, held at Beaver Falls, Pa. The convention was in session four days.

Bro. Jenkins was recently married to an estimable young lady, and they are receiving congratulations and best wishes.

It is rumored that Bro. Dan Reed is contemplating matrimony.

Bros. J. McCommons and F. Douglas both have new automobiles.

Bro. Koonse is now agent for the Grant auto. Bro. J. Williams is showing up as an A-1 baseball pitcher.

Our Youngstown brothers greatly admired the playing of Bro. G. Wedell in a recent baseball game.

The M. and S. Trolley League has opened the season's games. New Castle has played three games, winning one and tying two.

Bro. Jack Frazier has moved to the city. Whistling Dick.

## ESTABLISH MINIMUM SERVICE DAY.

**Cleveland, Ohio**—April 15, Div. No. 268 opened negotiations with the Cleveland Railway Company upon proposed amendments to our agreement. The wage and tripper questions were the important features. Proposals and counter-proposals followed, but the main issues remained unchanged. Through the intervention of Mayor Davis conferences were continued with the Mayor, Street Railway Commissioner Sanders and International President Mahon participating with our committee and officials of the company. The result was a new and final proposition from the company, which was submitted for consideration at a special mass meeting held May 3. After a thorough discussion the propositions submitted by the company were accepted. By the new agreement we retain all the favorable provisions of the old contract and receive a two cents per hour increase for the first year of the agreement and one cent additional from May 1, 1917; also a five-hour minimum wage.

We believe the new minimum wage provision an inspiration to boost for an eight-hour day. The minimum wage is embraced in the provision specifying that no work shall be less than five hours. It is hopeful that it will lead later to the establishing of a straight eight-hour day. In a craft like ours the maximum is the standard that must be carefully guarded. The minimum wage must care for the new men without lowering the wage of the men older in the service. It must build substantially without tearing down or the principle is wrong and not well founded. We believe our company will enter into the agreement with the spirit of fairness and the provision will be given a fair trial.

Our membership on the A. B. C. line running south through Akron has secured a new agreement with a gratifying increase in wages. They have reduced the sliding scale and received other things of great importance. The A. B. C. men are 100 per cent organized. They are employed by the Northern Ohio Traction Company.

The Cleveland, Painesville and Eastern, another interurban line running through Painesville to Ashtabula, the employees of which constitute a branch of our local, have received an increase in wage and signed up for better working conditions.

A reminder. Get down to the meetings and boost.

## STILL WAITING.

**Indianapolis, Ind.**—The great topic now being used here to dissuade the people is "preparedness." It is a good blind. Lift the veil, however, and underneath it will be discovered the appeal for real preparedness—not preparedness for war, where people are called upon to shoot one another down that the select may be more firmly implanted in their privilege, but that preparedness that brings better things to the people, the preparedness that brings life rather than death. It is a loud call for organization of wage earners to battle the influences that impoverish them and hold them down and would lead them to hail a preparedness that would inflict death and all that war can bring upon them. What kind of preparedness do we want? Who are those people who want our children to serve them and their children? Organization stands for better wages, better men and better service.

Preparedness began in real earnest in this city in 1913. Many conditions were against us. We won the privilege to appeal our case to an arbitration board. It is a privilege we never had before. But we were not complete. We made a step forward. We established ourselves. We pleaded our cause before a board upon which we were not represented. An award was rendered to constitute conditions under which we were to work for three long years. That agreement was guaranteed by the state and nation. It was so firm, so respected and regarded so legal that upon the petition of our employing company to change a feature of the con-

structors of that agreement refused and denied the petition. But our company set about to discover a means to circumvent that agreement. They instituted an individual contract and coerced, intimidated and ordered men to proceed to the assistant superintendent's office and sign it. Many refused. On Sept. 14, they sought the aid of Federal Court Justice Albert B. Anderson, who granted a restraining order to compel us to observe as legal the individual contract, thereby extending to the company the right to violate the contract we had fought to establish. An appeal was taken from this order of Judge Anderson on Nov. 30, 1914. The case has again been argued on appeal on May 23, 1916, and yet we are patiently awaiting the decision of the court upon which we can base our opinion as to whether the elements and performances of our judicial government are worthy of defense preparedness, should anything threaten to change things.

In the recent rehearing of arguments upon our case we were represented by Capt. Salisbury and Attorney Esarey of Indianapolis and Attorney LeBosky of Chicago. The company was represented by Attorneys Winters and Latta of Indianapolis. The case was heard in Chicago. The courts have been good to our company. There is no question about it. Yet we exist as an organization and we are determined to maintain.

The employees here in Indianapolis realize the need of organization and of real arbitration such as we read about in the reports from other cities.

Don't forget that the meetings are every Wednesday evening and at 1:30 a. m. Thursday morning.

At our morning meeting of May 25, refreshments were served after the regular order of business.

Bro. Joseph Chaille is nursing a lame hand, injured by broken window glass in the vestibule.

An old-time motorman, Bro. George Hazen, now located in California, recently visited our office on his way to Detroit to attend the convention of the B. of R. T. Bro. Hazen is now president of B. of R. T. Local 278, Los Angeles, Cal.

Bro. J. J. Zelen, an Indianapolis boy, now located at Oakland, Cal., and a member of Div. No. 192 of that city, attended our recent meeting. He reported to our men that it pays to be organized and cited conditions in Oakland to bear out his statement.

Bros. Jacob Wolfe, Landon Shaw and Fred L. Steinmiz are at present on vacations.

Hoosier.

## CHANGE IN MEETING TIME.

**Yonkers, N. Y.**—Div. No. 490 can report experiencing well attended meetings. However, there are a few old timers who never get around. Their excuse is that the meetings keep them up too late. We have made a change and in the future day men will meet at 7:30 p. m., instead of 8:30 p. m., and night men will meet at 2:30 p. m., instead of 2:30 a. m. It is hopeful that this change will obviate all excuses for non-attendance.

If motormen on lines where the running time has been out would stop only at regular trolley stations instead of any old place, passengers would kick less and the people would soon learn to stand at the proper places. Let us see if we cannot make this improvement.

Bro. Van Aken is upon a three months' leave of absence, which time he will spend in the mountains in the hope of improving his health which has not been the best.

Bro. William Welsh has returned from a trip to Benzine Mountain and reports exceptionally good fishing.

In a recent issue of the M. and C. we issued a challenge to any baseball team of other locals. We have received no acceptance from any other local division. Do other locals have no teams or is it because they do not wish to play with us? A card to Bro. Frank Haight, 52 Oak St., Yonkers, N. Y., will receive prompt attention and we assure an agreeable arrangement with any trolley club.

## PRES. MAHON VISITS CHELSEA.

**Chelsea, Mass.**—Upon the recent visit of President W. D. Mahon to Boston, through a committee of Div. No. 240, appointed for the purpose, he was prevailed upon to pay our local a visit on the night of May 26. Aside from the Chelsea membership, there were present those of other locals upon the Bay State system. Some 575 were in attendance, including President Poole of the Gloucester Division, President O'Brien and members from the Salem local, the president and members from the Lynn local, also members from Reading and Woburn. Joint Committee Chairman Fred Crowley and some 256 of the Lowell boys were also in attendance. Invited guests, aside from the International President, were: G. E. B. Member John H. Reardon and Int. Vice-Pres. P. J. O'Shea, Attorney James Vahey, President Doyle, Business Agent Nesdale and Matt Higgins of the Boston local, President Pat Rooney of the Worcester local and Secy. M. J. Hennessey of the Springfield local. We congratulate our president upon the nicety with which he handled the meeting and introduced the speakers, although it was a new job for him. The meeting was purely social and one to be remembered. A collation was served the invited guests after the meeting.

In his address to our meeting President Mahon expressed his pleasure at being in attendance, in that he was not there to participate in any fight between the employees and employing company. He spoke along the line of the improvement of the street railway boys since the inception of the Amalgamated Association and what the Association means in the way of shorter hours and better wages and working conditions, and, last but not least, the benefits derived from the benefit features of the Association. His address was one hour's grand oration and one long to be remembered by those present. Others who spoke at the meeting were G. E. B. Member Reardon, Vice-President O'Brien, Attorney Vahey and Bros. Rooney, Doyle and Nesdale. We wish to thank our International President and those who took part in making the meeting a memorable one for their presence.

I understand some of our boys get impatient when they read nothing in the M. and C. from this local. To those I would say that news suggestions to the correspondent are not objectionable. I will try and pick up something for the shopmen in my next.

Under arrangements of a committee comprised of Bros. P. J. Reardon, Ben Fallon and J. B. Kennedy the Maplewood Mutual Aid held their thirteenth annual dance April 27, in Davis Hall, Malden. It was a success. The guests of the evening were: General Superintendent George H. Gray and daughter, Alice, Superintendent J. O. Ellis, Mayor Blodgett and President O'Brien of Div. No. 240. The officers of the Mutual Aid are: President, P. J. Reardon; vice-president, Andrew Gunderson; treasurer, J. D. Kennedy; financial secretary, L. J. Slayton; recording secretary, D. J. Fallon; trustees, Bros. Nelson, Reardon and Gunderson; investigation committee, Bros. Dinneen, Phinney and Adams.

The fourth annual ball of the Melrose Mutual Benefit was held April 26. It was a success financially and socially. Five hundred or more guests were present. Music was furnished by a Ladies' Orchestra of ten pieces and the Ladies' Mandolin Club. Superintendent J. O. Ellis, President's Secretary Rouse, Manager's Secretary Blake and city officials attended. Bro. R. A. Hutchinson was floor director, assisted by Bro. Harrison Upham.

240.

## CHANGE IN OFFICERS.

**Frostburg, Md.**—Through withdrawal from service here Div. No. 572 is losing some good members. Among them are President Joseph Davis, Secretary Webster Rephorn and Bro. Matt Abbott. They have engaged in other occupations. While with us they were earnest and willing workers in our organization as well as first-class men for the company.

There are a few faces usually missing at our meetings that I would like to see there. Our local meets the third Wednesday of each month. Let us see if every member cannot be present at each one of these meetings. Let past dangers be a guide-post and attend the meetings.

Bro. Jake Abbott, our silver-tongued orator, has succeeded Bro. Rephorn as our secretary.

Bro. Richard Goldsworthy is running the meal trips. The girls seem to know it.

Bro. Joe Horton is running a truck farm at Reynolds.

Our good looking freight car conductor, Bro. Howard Kenney, recently sustained a cut on his lip, accidentally administered by Bro. Pete McDonald, our veterinary surgeon.

Bro. Lochner recently purchased a new Ford. Mutt.

## HIGH COST OF LIVING SEVERE.

**Joliet, Ill.**—Some three years ago Bro. Albert Johnson of this local went to San Angel, Texas, for his health. It proved unavailing and his remains were recently returned here for interment, at Oakwood Cemetery.

The 10 o'clock p. m. car to Chicago has been replaced by our company with one that will start at 10:40 p. m.

Bro. Jack Ellens has returned to work after recovering from a successful operation for appendicitis. He is a member of our sick committee.

Bros. Dan Streeter and Bobbie Snodgrass have each been presented with healthy baby girls, for which they seem to be very grateful to their respective wives. Congratulations.

Upon the appointment of Mr. F. Oquist to assistant superintendent, Bro. James McDonald has received the appointment of supervisor.

At our last meeting all amendments to the by-laws recommended by the executive board were unanimously adopted.

At a special meeting attended by 10 per cent of the members of our local, our executive board was authorized to negotiate with the management of the company for an increase in wages. There is an unrest in regard to wages and there is a feeling that we are not getting a reasonable share of the fruit of this prosperous period. The high cost of living is pressing upon us very severely.

After undergoing an operation for appendicitis, Bro. Jno. Bellward died at St. Joseph Hospital Friday, May 26. He was buried with Masonic honors from the Richards Street M. E. church. All pall bearers were members of Div. No. 228. In his death we have lost a very popular and respected member. 228.

## ELECTRICAL WORKERS ORGANIZE.

**Pottsville, Pa.**—The recent death of Bro. Michael Kelly which occurred at his home in Mt. Laffee after a brief illness has taken from us one of our most respected members. He was in the service here for some ten years and became most popular. His funeral was the most largely attended of any that was ever held in Mt. Laffee. Three special cars in addition to the cabs were required to convey the attendants at the funeral.

International Organizer C. J. Boyle of the Electrical Workers of Scranton organized a local of the Electrical Workers here, including linemen, etc. They have succeeded in signing an agreement with the railways company in which they obtained a substantial increase in wage and better working conditions. Some of the men affected received \$16.50 increase per month. Mr. Boyle's work here proved him to be an efficient officer of his organization.

Our members should make an effort to attend the meetings more regularly. It is better to bring grievances to the meetings than to air them on the sidewalks.

Div. No. 118 is now open for baseball games. Under the management of Bro. Tom Berger we have a fine team. We expect to have a regular annual game with the Easton club soon.

Mr. L. H. Palmer has been appointed acting general manager here to succeed the late Capt. W. B. Rockwell. Digitized by Google 118.

## MISSOULA, MONTANA, AGREEMENT.

**MEMORANDUM OF AGREEMENT.** Made and entered into by and between Missoula Street Railway Company of Missoula, Montana, their heirs, lessees, successors or assigns, party of the first part, hereinafter for convenience called the "Company," and the Amalgamated Association of Street and Electric Railway Employees of America, Division No. 545, of Missoula, Montana, party of the second part, hereinafter for convenience called the "Association";

**WITNESSETH:** Whereas, It is agreed by both of the above named parties that it is for their mutual interest and the convenience of the public that there should be continuous and uninterrupted street railway service, and there being no disposition on the part of the said Association to make unjust and vexatious demands on the Company, and it being the desire of the Company to treat its employees fairly, justly and without prejudice or discrimination, it is hereby mutually understood and agreed:

Section 1. That in the operation of the cars of the party of the first part, both parties herein do mutually agree that the Company, through its properly authorized officers, will at all times meet and treat with the properly authorized officers and committees of the Association upon any question or grievances that may arise during the life of this agreement.

Sec. 2. When any member of the Association is summoned before the Superintendent or other officials to answer charges, it must be inside of seventy-two (72) hours after the alleged offense has become known to the Company. The member summoned shall lose no more time than is actually necessary, and if not guilty of the alleged offense he shall be reimbursed for all time lost by reason of such summons. When any member is summoned before the Superintendent for the violation of rules he shall, upon request, have time after hearing the charges against him, to present any defense which he may have to the charges, and shall, if he so desires, be entitled to advisor or advisors, and an adjournment for a reasonable time of the hearing for the purpose of enabling him to present his defense shall be granted. Whenever a motorman is summoned to appear before the Superintendent to answer charges, he is to be handed a copy of the charges, if he so desires, to which charges he shall be given one hour to make an answer. In case he is not satisfied with the decision of the Superintendent he shall have the right to appeal to the General Manager, and in these appeals be entitled to advisor or advisors, and final decision shall be given within one week, and if the member is not found guilty of the charges alleged he shall be reinstated in the former position and paid for all lost time.

Sec. 3. In car service, employees shall be paid from the time they are required to report, until they are relieved from work.

Sec. 4. That the wage scale shall be as follows:

Two men on car—  
30c first year.  
31c second year.  
32c third year.  
33c fourth year.  
34c fifth year.  
35c sixth year.

One man on car—  
35c first year.  
36c second year.  
37c third year.  
38c fourth year.  
39c fifth year.  
40c sixth year.

Time and one-half per hour on snow sweeper and snow plows.

Wages on work car to be paid at same rates as on passenger car.

Sec. 5. That no person after thirty (30) days shall be allowed to act as motorman or conductor who has not become a member of the Division, and in case of suspension or expulsion of any of its members, by the Association, the Company agrees to suspend or dismiss

from its service such members upon satisfactory proof of the misconduct alleged, for which suspension or expulsion is made.

Sec. 6. That motorman is permitted to use a stool, as follows:

**Bonner Line**—Riverside Park to East Missoula Trestle.

**West Side Line**—Spruce St. and Toole Ave. to west end of line.

**Residence Addition**—Siding on Connell Ave. to south end of line.

**Daily Addition**—Outgoing: Fifth St. siding to Car Barns. Incoming: Car Barns to Arlington Street.

**Port Line**—Outgoing: Fifth Street siding to within 1,000 feet Port Loop. Incoming: Within 1,000 feet Fort Loop to Arlington Street.

**East Side Line**—Connell Avenue to University, and from Vine Street to end of the line.

Sec. 7. The preference of runs shall be given to the men in accordance with their seniority in the Company's service.

Sec. 8. All runs shall be thrown open for selection at least four (4) days before the expiration of each quarter of the year, known as the first day of January, first day of April, first day of July and first day of October, to permit the seniority rights of the men to take effect upon the first day of each quarter, except in case of an opening then the sign-up to take effect the first day of the following month, and in the case of an opening, the first extra man on the list to fill the run until the first of the month. And in case of a change in the schedule, excepting to cover emergencies, the list will be open for selections to take effect with the change.

Sec. 9. When a motorman is taken off his regular run to work on special cars or other runs, they shall be paid for what their regular runs call for, if the number of hours are shorter than their regular run.

Sec. 10. It is further agreed that in regard to working conditions not herein specified, may be taken up on thirty (30) days' notice by either party.

Sec. 11. This agreement and the provisions thereof shall continue in force and be binding on the respective parties hereto until the first day of June 1917, and from year to year thereafter unless changed by the parties hereto. Either of the parties hereto desiring a change in any section or sections of this agreement shall notify the other party in writing of the desired change thirty (30) days prior to the ending of the first period, which is the first day of June, 1917, or on any succeeding year of the same date. Under such notice the agreement shall be opened to consider the change or changes specified.

IN WITNESS WHEREOF, Missoula Street Railway Company has caused this agreement to be signed by its General Manager, and the Amalgamated Association of Street and Electric Railway Employees of America, Division No. 545, of Missoula, Montana, have caused this agreement to be signed by the Executive Committee of the Division aforesaid, as members of the Amalgamated Association, and by its President, attested by its Secretary, under authority of the Amalgamated Association, with seal attached.

Signed, sealed and delivered this first day of June, 1916.

The Missoula Street Railway Company.

(Signed) C. H. Christensen,  
General Manager.

Attest:

(Signed) J. L. Ward.

(Signed) T. W. Stewart.

President, Div. No. 545, A. A. of S. and E. R.  
E. of A.

Attest:

(Signed) Geo. V. Richards,  
Secretary, Div. No. 545, A. A. of S. and E. R.  
E. of A.

(Signed) G. C. Toler.

(Signed) R. D. Shorthill.

(Signed) Fred Replogle.

Executive Committee.

## PRATT IN THE OPEN.

A situation upon which it is believed the members of the Amalgamated Association should have information has arisen among the street railway men of Philadelphia, Pa. Some four years ago Mr. T. E. Mitten of the P. R. T. Co. installed what he termed a "co-operative plan" of employment. In the matter of wages, the plan provided that motormen and conductors should receive 22 per cent of the gross receipts of the company. Mr. Mitten explained that under this arrangement inside of three years the Philadelphia motormen and conductors would be receiving equal wages with the Chicago motormen and conductors.

Under the co-operative plan a co-operative committee was to be elected each year, the committee to be representative of the respective car stations or barns. This committee was to be respected as a sort of grievance adjustment and information committee, obtaining their authority by popular election under joint supervision of representatives of the company and employees.

Under pretense of the co-operative arrangement wages were periodically adjusted, until in 1913 the rates obtained to 25c per hour for first year service men, increasing one cent each additional year of service until 30c per hour was reached by employees of five or more years of service—within two cents per hour of the then Chicago rates. Within the first year and a half the operation of the so-called co-operative plan wages increased rapidly. With the assurance of Mr. Mitten that they would soon overtake the Chicago wages, the Philadelphia men were reasonably well pleased with the so-called co-operative scheme and there was but little interest for organization among them. Since then, Chicago wages advanced four cents per hour, and Philadelphia wages did not move. On the other hand, a guarantee of \$14.00 per week minimum was reduced.

The upward movement in the high cost of living did not abate. Its depressing influence, associated with the never ceasing, economic curtailment of the Philadelphia management, finally resulted in a sort of revulsion among the streetcar employees. They began to study the question and were more and more impressed with the real and true purpose of the so-called co-operative plan. Neither did the co-operative committee assume any serious grievance functions. In fact grievances went unheard. There was no recourse beyond the company's office or the management's purpose to make the most of the situation. The result was renewed activity in the interest of organization. Applications were filed with Div. No. 477.

The company became aware of this new movement and to anticipate it added another cent per hour to the wages which has recently taken effect. It was a mere bagatelle compared with what the men in Philadelphia want. They want the Chicago wage, 36c an hour. They want their share of the prevailing prosperity. They cannot

get it under the existing arrangement. Their case was taken to the Philadelphia Central Labor Union. Arrangements were made and notices sent out that on Thursday evening, May 18, a general mass meeting of the street railway men would be held, at which consideration should be given to propositions to be submitted to the company for desired wages and working conditions.

The meeting was held in two sessions and it was reported that some 3,000 were present. Action was taken instructing the officers of Div. No. 477 to apply to the company for an increase in wage and the desired changes in working conditions.

The company was not slow in its endeavor to anticipate this meeting. An opposition meeting was called at Mercantile Hall. At this opposition meeting Peter Driscoll, an employee of the company and former president of Div. No. 477, presided, and to quote from the North American, "C. O. Pratt was the principal speaker. He called on the men to stand by their present co-operative agreement, stay on their cars and obey no strike orders." Quoted further from this report is the following: "Pratt assailed the men responsible for the present agitation among the car-men as 'a bunch of political labor skates who are trying to start trouble now to further their own interests.' The 800 men in the hall and galleries cheered Pratt's attack on the men attempting to break the co-operative agreement." The men to whom Pratt referred as "a bunch of political labor skates" was a representative committee appointed by the Philadelphia Central Trades and Labor Council to assist the organized Philadelphia streetcar men in their effort to establish better wages and conditions.

The fact that Pratt attended this meeting with representatives of the company and urged those who were present against attempting to interfere with the so-called co-operative plan cleared the atmosphere as to his attitude relative to the men whose interests he has so often professed to espouse.

Pratt's meeting had only the effect of stimulating the interest of the employees and caused many men to come into the Philadelphia local that had previously withheld their membership.

But it is proper that this man should be known in his true light as exposed by this recent movement, wherein he is found openly championing the interests of the street railway company in opposition to an effort on the part of the employees to obtain reasonably better wages and working conditions.

The street railway men are continuing their effort and the local is stronger today in Philadelphia than it has been for years.

All succeed who deserve, though not perhaps as they hoped. An honorable defeat is better than a mean victory, and no one is really the worse for being beaten, unless he loses heart. Though we may not be able to attain, that is no reason why we should not aspire.—Lord Avebury.



# STATEMENT OF AMALGAMATED ASSOCIATION HATTERS' RELIEF FUND DONATIONS.

A complete statement of donations for the relief of the Danbury Hatters to date of April 21 was published in the May M. and C. That statement showed \$14,381.76 to have been donated by 138 Local Divisions, members at large and International officers. Since that statement was issued and to date of June 6, donations were received and forwarded from Div. No. 595, Salem, N. H., and a second donation from Div. No. 518, San Francisco, Cal. The donations to date are as follows:

Previously reported .....	\$14,381.76
Div. No. 595, Salem, N. H. ....	50.40
Div. No. 518, San Francisco, Cal.	
(second donation) .....	17.60

Total .....

Previously reported forwarded to

Secretary Frank Morrison of the

A. F. of L. ....

Forwarded by check June 6, 1916 ..

Total relief forwarded.....

Several Divisions of the Amalgamated

Association have not yet forwarded dona-

tions for this commendable cause.

It should be remembered that the purpose for which this fund is being gathered is to liquidate the judgment obtained against the Hatters' Union of Danbury for violation of the Sherman Anti-Trust Law prior to the enactment of the Clayton amendment to that law.

At the instance of the trade union movement, and in behalf of all workers, the Danbury Hatters fought this case to the highest court of the land, and for the principle at stake subjected themselves to the possible loss that eventually came to them, an aggregate of nearly \$300,000. Execution through this judgment is directed against their homes and life's savings. It was the influence inspired by this case that, perhaps more than any other influence, brought about the enactment of the Clayton amendment under which such cases cannot be in the future prosecuted in Federal courts against labor.

The fund is yet far short of the requisite amount and there is yet time for those locals that have not acted upon the appeal to do so.

## LATE WAGE AGREEMENT RATES.

Late wage agreements consummated and reported to the General Office establish new wage rates for the membership of various locals upon different systems as follows:

Pittsburgh, Pa., Div. No. 85. Wages for motormen and conductors: First six months' service men, 27c per hour; second six months, 29c per hour; second year, 31c; third year, 33c; fourth year, 34c; to those of four or more years of service, 35c per hour; 25c per day extra is paid for instruct-

ing students. Any work of from five to eight hours shall pay eight hours' service. All work less than five hours per day shall be paid for at not less than \$1.65 per day. Full week day service pay for Sunday work, on which day schedules are shorter than on week days. 10c per hour extra for overtime for holidays and Sundays.

Washington, Pa., Div. No. 85. Rates 1c less per hour than upon the Pittsburgh, Pa., system.

Beaver, New Brighton and Beaver Falls, Pa., Div. No. 85. Wages for first six months' service men, 26c per hour; second six months, 28c per hour; second year, 30c per hour; third year, 32c per hour; fourth year, 33c per hour; to those of four or more years of service, 34c per hour. Trippers and trailers working less than five hours or men engaged in the movement of cars less than five hours shall receive not less than \$1.50 for such work. 25c per day extra shall be paid for instructing students. Full week day schedule pay for Sunday work of less hours than week day service. Seats for conductors to be supplied by the company.

Canton—Akron and Canton—New Philadelphia, Ohio (interurban) Div. No. 696. Wages rates: First year service men, 29c per hour; second year, 31c per hour; to those of two or more years of service, 34c per hour. These rates to continue until May 1, 1917. On that date an additional one cent per hour is added and the wages will then be: For first year service men, 30c per hour; second year, 32c per hour and to those of two or more years of service, 35c per hour. 2½c per hour extra for instructing students. Free transportation to employes and employes' wives. Tuscarawas Traction Company (interurban): One cent less per hour than given for Canton-Akron and Canton-New Philadelphia division.

Akron, Bedford and Cleveland, Ohio, system (interurban) Divs. Nos. 98 and 268. Wage rates: First year service men, 29c per hour; second year, 31c per hour; to those of two or more years of service, 34c per hour. These rates to continue to May 1, 1917, when an increase of one cent per hour to each class is made, fixing the wages at: For first year service men, 30c per hour; second year, 32c per hour, and to those of two or more years of service, 35c per hour. 2½c per hour extra for instructing new men. Free transportation to employes and employes' wives. One hour extra time paid to trainmen upon limited runs.

Albany, N. Y., Div. No. 148. Wage rates: First six months' service men, 28c per hour; second six months, 29c per hour; to those of one or more years of service, 30c per hour. Time and one-half for overtime. Free transportation.

Painesville and Ashtabula, Ohio, Div. No. 268. Wage rates: First year service men, 25c per hour; second year, 27c per hour; third year, 29c per hour; to those of three or more years of service, 31c per hour. Free transportation. 2½c per hour extra for instructing students. Runs of from 7

to 9 hours to pay 9 hours' service. Minimum of 4½ hours' service pay.

Steubenville, Ohio, Div. No. 285. Wage rates: First year service men, 26c per hour; second year, 28c per hour; third year, 30c per hour; to those of three or more years of service, 32c per hour. 25c per day additional for instructing students. Free transportation.

Mars, Pa., Div. No. 678 (interurban). Wage rates: First six months' service men, 27c per hour; second six months, 29c per hour; third six months, 31c per hour; fourth six months, 33c per hour; to those of two or more years of service, 35c per hour. Free transportation to employes and employes' families. 25c per day additional for instructing students. Minimum of \$1.30 per day for tripper work, whether done exclusive or as overtime.

Akron, Ohio, Div. No. 98. City lines. Wage rates: First year, 27c; second year, 29c; to those of two or more years of service, 32c. On May 1, 1917, these rates advance one cent per hour.

In a renewal of agreement signed April 14 by and between the Scranton and Binghamton Railroad Company and Div. No. 489 of the Amalgamated Association, Dalton, Pa., the wage scale agreed upon for the first three years of the agreement is 29c per hour and for the fourth year of the agreement 30c per hour. The agreement is for four years. A provision of the agreement grants two books of passes each year, containing 50 tickets each, for the use of the wives and children of the trainmen. This is in addition to free transportation to the trainmen themselves.

Divisions Nos. 282, Rochester; 580, Syracuse, and 582, Utica, N. Y., have consummated a new agreement that takes effect May 1, 1916, and continues for three years. The clause specifying wages provides rates for the first two years of the agreement at 26c per hour for first six months' service men; 28c per hour for second six months' service men and 30c per hour to those of one or more years of service upon city lines; 32c per hour upon the Utica interurban line; 30c per hour for first six months' service men and 32c per hour to those of more than six months of service upon the Sodus Bay line. This is an increase of 2c per hour to all men. For the final or third year of the agreement the various rates are advanced 1c per hour, making the minimum upon city lines 27 and the maximum 31c per hour and 33c upon the Utica interurban line, with 31c for first six months' service men and 33c per hour for those of more than six months' service upon the Sodus line. Upon the Oneida line (Third Rail) wages to be paid motormen and conductors from May 1, 1916, to May 1, 1918, are 35½c per hour, and for the last year of the agreement, 36½c per hour, which is a corresponding increase with that upon the other lines. A clause of the agreement provides that all cars operated upon the interurban lines in the cities of Rochester, Syracuse and Utica

must be manned by Amalgamated Association members as soon as they take the rails of the New York Railways' property. This provision denies the operation of the Empire United Company's cars over lines of the New York Railways unless the Empire United Company's cars shall be manned by members of the Amalgamated Association. The aggregate annual increase occasioned by the two-cent or first year increase in wage has not yet been submitted to the General Office. The agreement is signed by President Horace E. Andrews of the New York State Railways and by President W. F. Ebner and Secretary J. J. O'Sullivan, Div. No. 282, Rochester; President Owen Lynch and Secretary John E. Drohan, Div. No. 580, Syracuse, and President P. T. Noon and Secretary James Largay, Div. No. 582, Utica, N. Y., Mr. E. J. Cook, general manager of the Rochester lines, Mr. B. E. Tilton, general manager of the Utica, Oneida and Syracuse lines, and William B. Fitzgerald, General Executive Board Member of the Amalgamated Association.

Div. No. 168, Scranton, Pa., under date of April 8, 1916, consummated a renewal of agreement with the Scranton Railway Company to continue from April 1, 1916, to April 1, 1919, with an increase in wage of 3c per hour to motormen and conductors and a corresponding increase to other crafts. The new wage rate for motormen and conductors is 25c per hour for first year service men, 27c per hour for second year service men and 29c per hour to those of two or more years of service; time and one-fourth for all overtime and snow-plow work. A provision of the agreement provides that car crews shall not be expected to handle mail carried on the cars. Another provision grants free transportation to employes and requires 50 transportation tickets per month to be issued for the use of employes' families. This feature is protected by a provision that "should any employe sell, assign, transfer or deliver to anyone not a member of his immediate family any tickets granted for their use, he shall forfeit all right to said tickets during the life of the agreement." Another provision of the agreement provides that no employe shall be discharged without two weeks' notice or two weeks' extra pay. The usual arbitration clause providing for the arbitration of disputes is embraced within the agreement.

A most recent wage adjustment effected by the Amalgamated Association, highly gratifying, was that of Cleveland, Ohio, which was approved by a vote of Div. No. 268, May 4th. The new Cleveland scale is 31c per hour for first year service men and 34c per hour to those of one or more years of service for the first year of the agreement, which will extend to May 1, 1917. On that date the rates are again increased one cent per hour, to continue at 32c per hour for first year service men and 35c per hour for those of one or more years of

service. The former rates were: 29c per hour to those of the first year of service and 32c per hour to those of one or more years of service. The increase for the first year is 2c per hour and for the second year the increase becomes 3c in excess of the wages prevailing prior to May 1, 1916. A feature of the new wage adjustment is a section of the agreement which provides a minimum service pay of five hours. This, in effect, requires \$1.55 per day for any work done less than five hours by first year service men, and \$1.70 per day for any work done in less than five hours in any calendar day for any employee of one or more years of service. The settlement was effected through final conferences personally conducted in the interest of the Association by International President W. D. Mahon. There was also secured the assurance of the co-operation of Mayor Davis in an endeavor to more favorably adjust the run schedules which have been long a source of complaint with the Cleveland members. This assurance was a feature highly appreciable to President Fred Telschow and his associate officers and members of the Cleveland local. This assurance secured by International President Mahon, together with the added one cent per hour increase in wage for 1917, met with the hearty approval of Business Agent Fred Schultz, who earnestly recommended the acceptance of the conditions secured as amendments to the agreement.

As an effort to defeat the organizing of the Columbus, Ohio, street railway men, the company on April 21 announced an increase in wage, through the newspapers, to take effect April 28. The new wage rates will be for the first three months' service, 21c per hour, an increase of  $\frac{1}{4}$ c per hour; for the following nine months the rate will be 23 $\frac{3}{4}$ c per hour, an increase of  $\frac{1}{2}$ c per hour; for the second year the rate will be 25 $\frac{1}{2}$ c per hour, an increase of  $\frac{1}{2}$ c per hour; for the third year the rate will be 26c per hour, an increase of 1c per hour; for the fourth year the men will receive 26 $\frac{1}{2}$ c per hour, an increase of  $\frac{1}{2}$ c; fifth year men will receive 27c per hour, an increase of 1c; sixth and seventh year men will receive 28c, an increase of 1c; eighth and ninth year men will receive 28 $\frac{1}{2}$ c per hour, an increase of 1 $\frac{1}{2}$ c per hour; to those of nine or more years of service the rate will be 29c per hour instead of 27c as before. This, although announced as a "voluntary" increase, is resultant from the effort to organize and is designed to encourage men of three or more years of service not to affiliate with their associates in an effort to secure a just compensation for service rendered. The company takes particular pains to announce that the "increase was not made in anticipation of any demands from the employees." It further announces that, "In addition a pension system is established and a welfare department created. It was through this latter department that the company gained information that the high living cost was beginning to

have effect on the well-being of its employees." There isn't any question but what this tremendous avalanche in the shape of a "voluntary" increase in wages will wholly relieve the employees of any anticipated embarrassment possible of future results from the "high cost of living." It is only to be regretted that the Amalgamated Association and the A. F. of L. haven't a sufficient number of organizers to respond to the calls from unorganized wage earners in all of the cities throughout the land. But it is difficult to believe that the Columbus street railway men can regard this concession as sufficient mitigation of their present conditions.

An interesting comparison of the industries of Detroit, Mich., and Cincinnati, O., results from figures recently published as assembled by the Detroit Board of Commerce. The statement issued shows for the calendar year 1914 there were employed in Detroit 120,977 employees and in Cincinnati 72,858 employees. Wages paid in Detroit amounted to \$67,771,000. Wages paid in Cincinnati amounted to \$35,060,000. Value of Detroit product, \$402,864,000. Value of Cincinnati product, \$210,708,000. From these figures is compiled \$576.73 average annual wage for Detroit wage earners and \$481 average annual wage for Cincinnati wage earners. This shows the wage to average 19 $\frac{1}{4}$  per cent higher in Detroit than in Cincinnati. The average value production of each employee in Detroit was \$3,330; of Cincinnati, \$2,892. This shows the average value of production of Detroit wage earners is approximately 11 per cent in excess of the average value of production of Cincinnati wage earners. Detroit wage earners averaged approximately \$47.90 per month in wages throughout the year. Cincinnati wage earners averaged approximately \$40 per month in wages throughout the year. The Detroit wage earner received in wages approximately 17 $\frac{2}{3}$  per cent of the value of his product. The Cincinnati wage earner received approximately 16 $\frac{2}{3}$  per cent of the value of his product. In other words, the Detroit wage earner received 17 $\frac{1}{3}$ c for every dollar of the value of his production. The Cincinnati wage earner received 16 $\frac{2}{3}$ c for every dollar of his production. The balance of the value of the dollar in each place must be entered as profit, interest on investment and expense of maintenance and management. In Detroit the capital invested is given as \$295,171,000. In Cincinnati the capital invested is given at \$157,468,000. In both cases the value of product was approximately one-third in excess of the entire capital invested. In Detroit the expense of management (salaries paid, \$26,837,000) was less than 7 per cent of the value of the product. In Cincinnati the expense of management (salaries paid, \$15,252,000) was more than 7 per cent of the value of the product. These figures indicate something of the advantage capital enjoys over labor in joint production.

Industrial Preparedness is the essential preparedness for labor. Organization is the only means of such preparedness.

### A GRATIFYING TRIBUTE.

Received at the General Office of the Amalgamated Association from Hon. Harry L. Davis, Mayor of Cleveland, O., bearing upon the recent Cleveland street railway wage adjustment was the following letter:

"City of Cleveland, Office of the Mayor,  
"May 4, 1916.

"Mr. W. D. Mahon, International President  
Amalgamated Association of Street &  
Electric Railway Employees, Detroit,  
Mich.

"Dear Mr. Mahon: Allow me to congratulate you on the excellent way in which you handled the affairs of your union during the recent controversy. It is men of your type that cause people to respect the organizations they represent.

"I feel that the union has been very unselfish, and in accepting this proposal have shown not only interest in their own welfare, but consideration of the public's welfare also. I wish you every success in the future.

"With kindest regards, I am,

"Sincerely yours,

"HARRY L. DAVIS, Mayor."

The proposal to which the mayor refers was the wage adjustment effected through the efforts of President Mahon, which was accepted by Div. No. 268 with the reinforcement of assurances of the mayor that he would associate with the Cleveland local in an effort to prevail upon the city council to provide means for less arduous schedules. The situation was deadlocked and a strike was imminent when President Mahon took hold of it and effected an amicable adjustment.

### PHILADELPHIA VS. TOLEDO.

Attention has been called to an argument that has been placed before the Philadelphia street railway men to discourage them from applying to the Philadelphia Rapid Transit Company for an increase in wages. The argument in question is presented on a card entitled "Why Not Tell the Truth?"

The Philadelphia Rapid Transit Company recently increased wages to surface motormen and conductors one cent per hour, creating wage rates of 26c per hour for first year service men, 27c per hour for second year, 28c per hour for third year; 29c per hour for fourth year, 30c per hour for fifth year and 31c per hour for those of five or more years of service. To make this wage appear favorable to the Philadelphia street railway men, wages are quoted under the Toledo settlement for the year 1916 at 26c per hour for first year service men, 27c per hour for second year, 28c per hour for third year, 29c per hour for fourth year and 30c per hour for those of four or more years of service.

The above comparison shows that men of five or more years of service in Philadelphia receive one cent per hour more than those of five or more years of service in Toledo.

The Philadelphia rates above quoted embrace all remuneration received by Philadelphia street railway men. They receive nothing for overtime. They receive nothing extra for tripper service. They receive no pay for time they do not work. Their pay is based upon platform service.

For instance, a motorman takes his car out in Philadelphia at six o'clock. His service day is completed and he is relieved at four o'clock. He has made a regular service day of ten hours, for which he will receive pay for ten hours. If at 31c per hour, he will receive \$3.10 for his service day. He has been on the platform of his car ten hours. He has been required to report ten minutes before taking out his run, for which he receives nothing. He has actually served ten hours and ten minutes for \$3.10, making his hourly wage less than 30½c. If he works less than ten hours' platform work his wage rates per hour decreases proportionately, as he still serves ten minutes from reporting time without pay. Ten minutes' time at 31 per hour equals 51/6c, an average of over ½c per hour for ten hours. All overtime worked by the Philadelphia men is paid at the full 31c per hour—no more, no less.

In Toledo, under the Toledo agreement, the same class of employe works ten hours' platform work at 30c per hour, which equals \$3.00. He is required to report ten minutes before taking his car and is paid for that ten minutes at 30c per hour, receiving \$3.05 for his ten hours' work and his reporting time. The Philadelphia five-year man has the best of the Toledo man in his respect to the extent of nearly ½c per hour or 5c per day. The Toledo agreement requires pay of time and one-half for overtime. Should the Toledo man work an hour extra he receives 45c for that extra hour, making his wages for 11 hours and ten minutes, \$3.50, or an average of 31.8c per hour for the 11 hours and 10 minutes. If he works more than one hour overtime his average hourly rates of wages continues to increase, and all street railway men know there is more or less overtime work.

A section of the Toledo agreement provides that no work shall be done for less than 7 hours' pay.

A provision of the agreement in Toledo entitles motormen and conductors instructing students to 25c per day in addition to the regular pay, but this is an added pay only to those who instruct students.

Section 19 of the Toledo agreement provides that each motorman and conductor shall have two weeks' vacation each year on pay. This provision is in effect an addition of \$42 per year to the 30c per hour man. Crediting him with 3,300 working hours in a year, or 330 days, which would be excessive, this \$42 would add to his regular wage rate, in excess of 1¼c. As a matter of fact, this concession averages over 1¼c per hour additional wage. This, added to the ½c per hour gained by pay for reporting time, to say nothing of over-

time work, makes the Toledo rate 32¼c per hour.

The above truthful comparison of the wage rates, even for the first year of the Toledo agreement—1916—shows the Toledo men receiving a far better compensation than the Philadelphia men are receiving under the so-called Mitten plan, besides, the Toledo men are working under a trade union agreement.

Let the Philadelphia men have the facts.



**BROTHER THOMAS S. KIRBY.**

Div. No. 308, Chicago, Ill.

The above representation presents to the readers of the M. and C. Brother Thomas S. Kirby of Div. No. 308, Chicago, Ill., to whom was awarded the third prize in the Association Safety First essay contest. Brother Kirby became a member of the Association Jan. 10, 1903, being one of the originals in the institution of the Chicago Elevated Local, which was in the process of organization at the time. He was born in 1851 in the county of Tipperary, Ireland, and came to the United States in January, 1880, and, to use his own language, is now "more American than as though American born." However, that may be, he is to be relied

upon as a devoted trade unionist whose influence and matured wisdom has been of the character that has made the Amalgamated Association a prominent factor as a wage-getting and benefit-attaining institution of no mean magnitude and influence.

### SAFETY FIRST.

By Thomas S. Kirby.  
(Awarded Third Prize.)

The Safety First proposition may be made a paying asset in the transportation line if the idea was advanced to a business principle. In order to promote it to that position two things are essentially necessary. The first is, to allay in the mind of the employees the strain caused by the high cost of living. That may be done at the time of making a new contract, by the corporations dealing liberally with them, through their union representatives. The second is to include in the same contract good working conditions.

The human heart and mind are so constituted that self-preservation is omnipresent. All other considerations are naturally excluded until relieved of the unnatural strain which dwarfs both. That strain, once relieved, the way would be clear for a successful Safety First campaign. The principle, when formed, would develop into a habit of mind that would save millions of dollars yearly, not alone by accidents

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Division financial book, 500 pages .....	5.00
Division financial book, 600 pages .....	6.00
Duplicate report books, each .....	2.00
Constitutions, in lots of 100 or more, per 100 .....	4.00
Constitutions, in lots of less than 100, each .....	.05
Financial secretary's order book on treasurer .....	.25
Treasurer's receipt book .....	.25
Association badges, rolled gold, each .....	.50
Association badges, solid gold, each .....	1.50
Association buttons, gold plate, each .....	.25
Association buttons, rolled gold, each .....	.50
Association buttons, solid gold, each .....	1.00
Emblem cuff buttons, per pair .....	1.00
Emblem tie clasps, each .....	.50
Association charms, each .....	1.00
Association lockets, each .....	1.50
Cuts of official seal for use on printed matter, plain, each .....	.30
Cuts of official seal, with flag design .....	1.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.

avoided—the saving would extend in safeguarding and economy to every department of the business.

The questions, Safety First and Self-Preservation are correlated. In Safety First they must work in conjunction if the proposition is to be successful. Under normal conditions the impulse to action would be equally prompt.

As to the application of science, take Chicago for instance. Suppose wages and working conditions satisfactorily adjusted, the minds of the employees would be in a receptive mood, and a continuation of the lessons as given by the Metropolitan L road, with other formula added, would do the rest.

The fate of Safety First depends upon the action of the directors of the corporations, if they direct the management right, along the lines above suggested, giving credit for the success of the new principle, instead of for being niggardly with the employees, the result will be very valuable to the owners and profitable to all parties concerned.

Taken as a whole, the transportation business of the United States ought to be a popular institution; it would be a wise act of the owners to make it so, and nothing will so readily effect the change as the good will of its thousands of employees working on the safety first basis.

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Groups of Members of Div. No. 52, East Liverpool, O., and type of car they operate.



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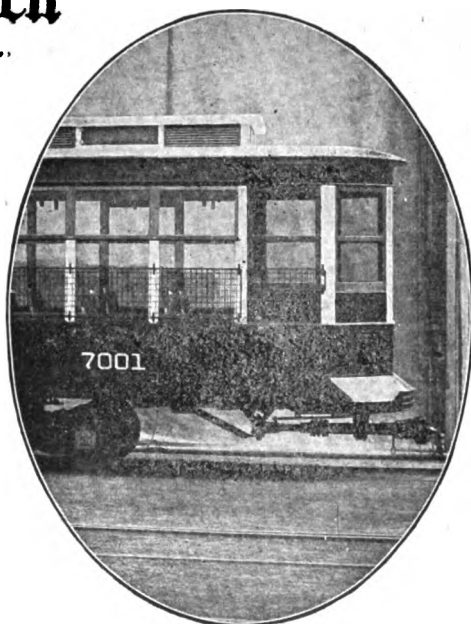
*Hamilton Watches* range in price from \$12.25 for the movement alone up to \$150.00 for the 12-size 23 Jewel thin model Masterpiece. Ask your Jeweler about the *Hamilton Watch* and write for *The Timekeeper*. It illustrates the complete line and gives interesting facts about watchmaking and timekeeping.

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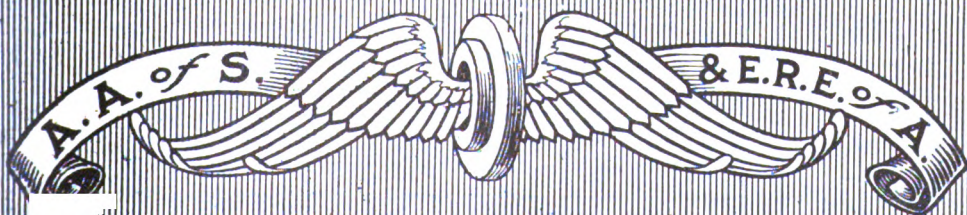
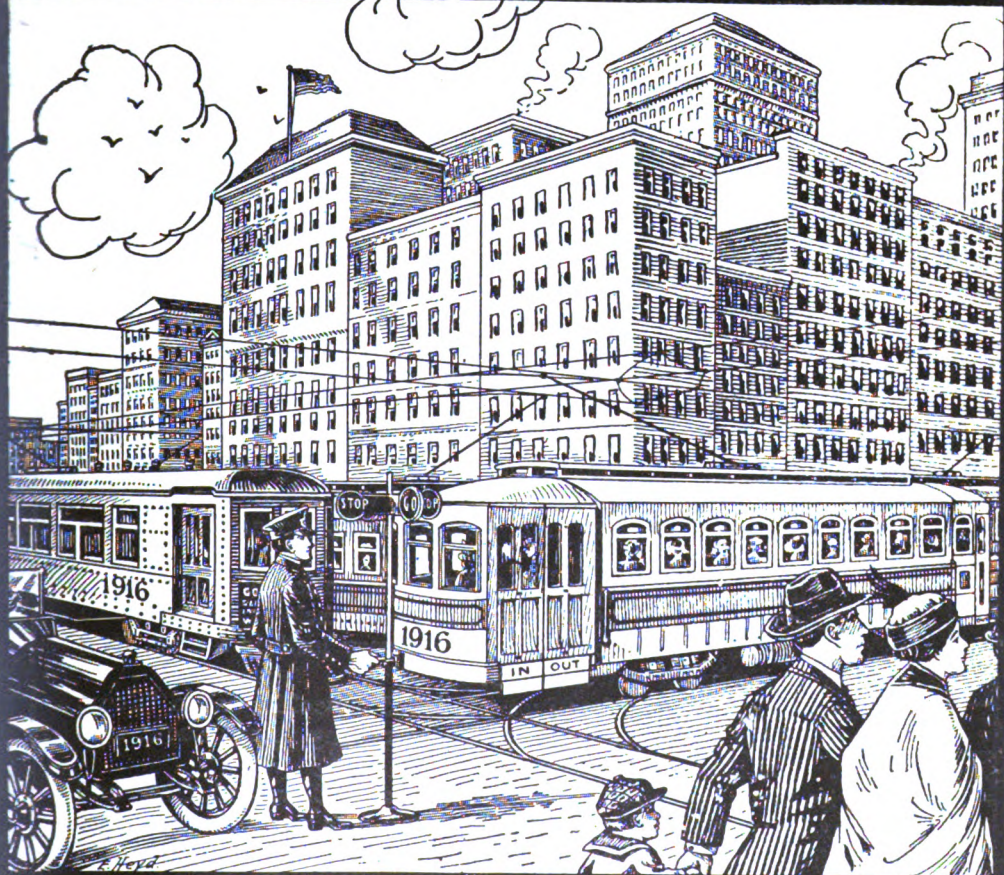
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Vol. 14  
No. 8

*Vol.*

JULY

# The Motorman and Conductor



# A Message from Trolley Jim

***Trolleygram: The conductor who has the most quarrels with his passengers is worth the least to his Company.***

Boys, in my experience as a traction man I have found that one of the qualities which pays the best is politeness.

In your position you are constantly rubbing elbows with the public, and when passengers are unreasonable it is mighty hard sometimes to be polite, but it pays in the end.

Remember that you are a direct representative of your Company. It is up to you to create a good impression and smooth over the unpleasantness that sometimes arises. If you lose your temper and talk back to a passenger, he feels that it is the Company talking thru you and you will probably make an enemy for them as well as yourself. Instead of doing this, consider it an opportunity to make a booster for the Company. Answer him politely and you can probably straighten out the difficulty with no trouble at all.



In order to keep a good disposition, you ought to avoid the things that get your "goat." For example, there is nothing more annoying than to have a uniform that fits poorly and wears badly. If you are stung with a suit of this kind, you naturally go around with a grouch.

Personally, I have found that BLOCH uniforms are grouch-proof, because they hold their shape and keep their neat appearance to the very last. And, believe me, "the very last" is a long, long time after you begin to wear the suit.

The Bloch Company has just published a booklet called "Some Reasons Why," which tells a lot of interesting things about uniforms. You should have a copy.

Write to me in care of The Bloch Company, Cleveland, Ohio, and I'll send you "Some Reasons Why," and also a dandy new time book, free. Also, if there is any question you want to ask me, I'll be glad to answer it.

"Yours for Uniform Satisfaction,"

*Trolley Jim*



# The Motorman and Conductor

VOL. XXIV.

DETROIT, MICHIGAN, JULY, 1916

No. 8



**PRESIDENT SAMUEL GOMPERS**  
of the American Federation of Labor.

## THE U. S.-MEXICAN CONTROVERSY.

Certain correspondence that has passed between members and local Divisions of the Amalgamated Association and the International Office bearing directly or indirectly on the relations of the United States and Mexico inspires this article.

The Amalgamated Association is International in character, but it is safe to estimate that 90 per cent of the members are employed upon street and electric railway systems in the United States and that a vast majority, in fact, almost wholly is this 90 per cent of membership of the United States citizenry either by birth or adoption. Also are included within the membership within the United States and of the citizenry of the United States by adoption, natives of Mexico, genuine Mexican born, good union men who have taken the oath of fealty in the Association and who are entitled to the right hand of brotherhood in our movement. Neither is there occasion to question their fealty to their adopted country. There are also those of Mexican descent born in the United States who are members of our Association. So we see it

is not within good grace for this Association, as a representative unit of the trade union movement, to enter into any controversy that would offer any suggestion for contention within the membership pertaining to creed or nationality. Our obligation forbids.

Trade unionism is the embodiment of patriotism. Its membership is stirred with the genuine spirit of patriotism and the Declaration of Independence contains the pillar support of the American labor movement in the declaration that man is endowed with the rights of life, liberty and the pursuit of happiness. The endeavor of the American labor movement is to establish that right, to be, in fact, "inalienable." No body of men is more responsive to a call to maintain the American Republic and its Declaration of Independence than those of the trade union movement. Should war be declared between the United States and any other nation in which the principles of the American government would be assailed, those of the trade union movement would be the first to respond to a call for volunteers and those of the movement would arise in profound admiration of the American soldier, bent on maintaining the tenets of our glorious republic.

Were Mexico the assailant, she would soon find herself overwhelmed by a superior force sustained by the power of right; but has that time come? Is Mexico an assailant of the United States? The American labor movement has not yet so determined. Neither has there been any declaration of war by or against the United States. There exists no special call for patriotism to be vindicated by armed intervention of the United States in the affairs of Mexico.

### Objects of Carranza Government.

The time has arrived when, for the United States to go to war, it appears quite necessary that the American people should know and well understand the cause. The American labor movement has become an important factor, organized so systematically and so capacitated that it is able to analyze the causes of any threatened involving of its membership or involving of the welfare of the people. It is wholly prepared to determine upon whether a plausible war cause exists or not.

In years gone by the American Republic sought enlightenment through the great public mentors of the day—the American press. This great American press is found controlled by interests that shut off the light as it may be to their convenience.

"My friends, there is not an overabundance of our own people who understand what is really contained in that declaration in section six of the Clayton anti-trust law. It solemnly enacts this declaration into law, that the labor of a human being is not a commodity or article of commerce, and for the first time in the history of the struggles of the human race, for the first time a high legislative body, or, for that matter, any legislative body in the whole world, repudiated the old doctrine that the labor of a human being is property, that the labor of a human being is a commodity, that the labor of a human being is an article of commerce.

"There is not any act on the part of our government, there is no activity in any group of our people, in which the wage workers, the toiling masses, are not concerned. Let us do all that we can to help the man at the head of the affairs of our country who is weighted down with great responsibilities, the President of the United States, to see to it that we are kept out of actual war with any nation. We know how seriously and earnestly he is striving to achieve peace, but in order that his wise and humane purposes may be carried into effect it will require the loyal and intelligent support of the masses of the people of our country. We, his fellow citizens, who want peace, have a duty to perform. No man in all the world can stand alone. A man may become a hermit and try to free himself of his former environment, but he is not alone and cannot be alone. There are new conditions which confront and surround him. So I say, my friends, it is not only to desire for peace, but let us give out the clarion call to our people that we, by every honorable means at our command, are going to see to it that the policy of trying to maintain peace shall be sustained."

President Wilson said, in part:

"It is very proper that this great building should in this wise be dedicated on the birthday of the nation. You know, my fellow citizens, that the mind needs air to breathe just as the body does.

"A man who works in order that he may be distinguished is sooner or later going to do some selfish thing that will disgrace him, because his object is himself and not the ideals which he serves.

"And, therefore, it seems to me that everyone of us should remind himself every day that he is working for something besides wages; that he is working for some persons whom he loves or some community that he wishes to assist, or some nation that he is ready to serve and defend.

"The way we generally strive for rights is by getting our fighting blood up, and I venture to say that is the wrong way and not the short way. If you come at me with your fists doubled, I think I can promise you that mine will double as fast as yours, but if you come at me and say, 'Let us sit down and take counsel together, and, if we differ from one another, understand why it is we differ from one another, just what the

points at issue are,' we will presently find that we are not so far apart after all, that the points in which we differ are few and the points in which we agree are many, and that if we only had the patience and the candor and the desire to get together we will get together.

"The great difficulty about the relationship between capital and labor is this: Labor is in immediate contact with the task itself, with the work, with the conditions of the work, with the tools with which it is done and the circumstances under which they are used; whereas, capital in too many instances is at a great remove.

"It is owned and controlled by many who have not taken the pains to go and see the workers at their work and know just what the circumstances are; and the thing most to be desired is that capital should be humanized by being brought into a comprehending contact with the conditions of labor.

"America opened her doors to everybody who wanted to be free and to have the same opportunity that everybody has had to make the most of his faculties and his opportunities, and America will retain its greatness only so long as it retains and seeks to realize those ideals. No man ought to suffer injustice in America, no man ought, in America, to fail to see the dictates of humanity."

After the address of the President the building was officially turned over to the three trustees elected by the executive council of the A. F. of L., Samuel Gompers, Frank Morrison and James O'Connell.—A. F. of L. News.

### LABOR'S PRESUMPTION.

Typical of the tendency of inferiors to usurp the sphere of their superiors is the action of labor organizations both in Europe and in the Americas in behalf of international peace. British labor leaders and the labor press have been untiring in their efforts to reach a basis of understanding with the labor organizations of the other countries in Europe. And in North America the labor bodies of Mexico have sent representatives to the United States to confer with our labor leaders, in an effort to avoid the threatening war. Such audacity has not been seen since the Third Estate took charge of the National Assembly in 1789. Let these labor men and women beware how they lay their unhallowed hands upon the sacred affairs of state. Of what use are foreign secretaries, chancellors, ambassadors, ministers plenipotentiary, and all the bedecked and bespangled funkies small and great, if the laboring population of the world is to fraternize? Such action is inconsiderate; it is unkind; it may, indeed, border upon irreverence. Has it not been the unbroken custom of the ages for princes and potentates to make war, and for laboring men and women to fight them and pay for them? It was barely tolerable when labor presumed to demand a voice in

naming wages, hours and conditions within the country; to reach out across international boundries and come to an amicable understanding with labor in other lands is the height of impertinence. No, no, no; let not the sacred art of statecraft be thus polluted! Let the Mexican labor leaders stay on their own side of the boundry to teach the peons that their duty is to kill as many gringos as possible; and let the American labor leaders inculcate patriotism among their people, in order that they may kill greasers with a good heart. If they are allowed to meet and become acquainted they may find they like each other, and become friends; they may find indeed that they have a common cause. And instead of fighting each other, as their forebears have done time out of mind, they may join hands to overthrow the system that fosters foreign wars and domestic oppression. Let not labor presume too much in encroaching upon the prerogatives of Privilege!—The Public.

## UNJUST DISTRIBUTION OF WEALTH AND INCOME.

### From Final Report of the Federal Commission on Industrial Relations.

Dealing with the subject, "Causes of Industrial Unrest," the Report, as written by Hon. Basil M. Manley of the Commission, submits the conclusion that causes of industrial unrest "group themselves almost without exception under four main sources: 1. Unjust distribution of wealth and income. 2. Unemployment and denial of an opportunity to earn a living. 3. Denial of justice in the creation, in the adjudication, and in the administration of law. 4. Denial of the right and opportunity to form effective organizations." The first of this group is a subject upon which the Report treats as follows:

The conviction that the wealth of the country and the income which is produced through the toil of the workers is distributed without regard to any standard of justice is as widespread as it is deep-seated. It is found among all classes of workers and takes every form from the dumb resentment of the day laborer, who, at the end of a week's back-breaking toil, finds that he has less than enough to feed his family while others who have done nothing live in ease, to the elaborate philosophy of the "soap-box orator," who can quote statistics unendingly to demonstrate his contentions. At bottom, though, there is the one fundamental, controlling idea that income should be received for service and for service only, whereas, in fact, it bears no such relation, and he who serves the least, or not at all, may receive most.

This idea has never been expressed more clearly than in the testimony of Mr. John H. Walker, president of the Illinois State Federation of Labor:

A workman is not supposed to ask anything more than a fair day's wage for a fair day's work; he is supposed to work until he is pretty fairly tuckered out, say eight hours,

and when he does a fair day's work he is not supposed to ask for any more wages than enough to support his family, while with the business man the amount of labor furnishes no criterion for the amount they receive. People accept it as all right if they do not do any work at all, and accept it as all right that they get as much money as they can; in fact, they are given credit for getting the greatest amount of money with the least amount of work; and those things that are being accepted by the other side as the things that govern in every-day life, and as being right, have brought about this condition, this being in my judgment absolutely unfair; that is, on the merits of the proposition in dealing with the workers.

The workers feel this, some unconsciously and some consciously, but all of them feel it, and it makes for unrest, in my judgment, and there can be no peace while that condition obtains.

In the highest paid occupations among wage earners, such as railroad engineers and conductors, glass blowers, certain steel-mill employes, and a few of the building trades, the incomes will range from \$1,500 to \$2,000 at best, ignoring a few exceptional men who are paid for personal qualities. Such an income means, under present-day conditions, a fair living for a family of moderate size, education of the children through high school, a small insurance policy, a bit put by for a rainy day—and nothing more. With unusual responsibilities or misfortunes, it is too little, and the pinch of necessity is keenly felt. To attain such wages, moreover, means that the worker must be far above the average, either in skill, physical strength or reliability. He must also have served an apprenticeship equal in length to a professional course. Finally, and most important, he or his predecessors in the trade must have waged a long, aggressive fight for better wages, for there are other occupations whose demand for skill, strength, and reliability are almost as great as those mentioned, where the wages are very much less.

These occupations, however, include but a handful compared to the mass of the workers. What do the millions get for their toil, for their skill, for the risk of life and limb? That is the question to be faced in an industrial nation, for these millions are the backbone and sinew of the state, in peace or in war.

First, with regard to the adult workmen, the fathers and potential fathers, from whose earnings, according to the "American standard," the support of the family is supposed to be derived.

Between one-fourth and one-third of the male workers 18 years of age and over, in factories and mines, earn less than \$10 per week; from two-thirds to three-fourths earn less than \$15, and only about one-tenth earn more than \$20 a week. This does not take into consideration lost working time for any cause.

Next are the women, the most portentously growing factor in the labor force, whose wages are important, not only for their own support or as the supplement of the meager earnings of their fathers and husbands, but because, through the force of competition in a rapidly extending field,



they threaten the whole basis of the wage scale. From two-thirds to three-fourths of the women workers in factories, stores and laundries, and in industrial occupations generally, work at wages of less than \$8 a week. Approximately one-fifth earn less than \$4 and nearly one-half earn less than \$6 a week.

Six dollars a week—what does it mean to many? Three theater tickets, gasoline for the week, or the price of a dinner for two; a pair of shoes, three pairs of gloves, or the cost of an evening at bridge. To the girl it means that every penny must be counted, every normal desire stifled, and each basic necessity of life barely satisfied by the sacrifice of some other necessity. If more food must be had than is given with 15-cent dinners, it must be bought with what should go for clothes; if there is need for a new waist to replace the old one at which the forewoman has glanced reproachfully or at which the girls have giggled, there can be no lunches for a week and dinners must cost 5 cents less each day. Always, too, the room must be paid for, and back of it lies the certainty that with slack seasons will come layoffs and discharges. If the breaking point has come, and she must have some amusement, where can it come from? Surely not out of \$6 a week.

Last of all are the children, for whose petty addition to the stream of production the nation is paying a heavy toll in ignorance, deformity of body or mind, and premature old age. After all, does it matter much what they are paid? For all experience has shown that in the end the father's wages are reduced by about the amount that the children earn. This is the so-called "family wage," and examination of the wages in different industries corroborates the theory that in those industries, such as textiles, where women and children can be largely utilized, the wages of men are extremely low.

The competitive effect of the employment of women and children upon the wages of men can scarcely be overestimated. Surely it is hard enough to be forced to put children to work, without having to see the wages of men held down by their employment.

This is the condition at one end of the social scale. What is at the other?

Massed in millions, at the other end of the social scale, are fortunes of a size never before dreamed of, whose very owners do not know the extent nor, without the aid of an intelligent clerk, even the sources of their incomes. Incapable of being spent in any legitimate manner, these fortunes are burdens, which can only be squandered, hoarded, put into so-called "benefactions" which, for the most part, constitute a menace to the state, or put back into the industrial machine to pile up ever-increasing mountains of gold.

In many cases, no doubt, these huge fortunes have come, in whole or in part, as the rich reward of exceptional service. None would deny or envy him who has performed

such service the richest of rewards, although one may question the ideas of a nation which rewards exceptional service only by burdensome fortunes. But such reward can be claimed as a right only by those who have performed service, not by those who through relationship or mere parasitism chance to be designated as heirs. Legal right, of course, they have by virtue of the law of inheritance, which, however, runs counter to the whole theory of American society, and which was adopted, with important variations, from the English law, without any conception of its ultimate results and apparently with the idea that it would prevent exactly the condition which has arisen. In effect the American law of inheritance is as efficient for the establishment and maintenance of families as is the English law, which has bulwarked the British aristocracy through the centuries. Every year, indeed, sees this tendency increase, as the creation of "estates in trust" secures the ends which might be more simply reached if there were no prohibition of "entail." According to the income-tax returns for 10 months of 1914, there are in the United States 1,598 fortunes yielding an income of \$100,000 or more per year. Practically all of these fortunes are so invested and hedged about with restrictions upon expenditure that they are, to all intents and purposes, perpetuities.

An analysis of 50 of the largest American fortunes shows that nearly one-half have already passed to the control of heirs or to trustees (their vice regents) and that the remainder will pass to the control of heirs within 20 years, upon the deaths of the "founders." Already, indeed, these founders have almost without exception retired from active service, leaving the management ostensibly to their heirs but actually to executive officials upon salary.

We have, according to the income-tax returns, 44 families with incomes of \$1,000,000 or more,\* whose members perform little or no useful service, but whose aggregate incomes, totaling at the very least \$50,000,000 per year, are equivalent to the earnings of 100,000 wage earners at the average rate of \$500.

The ownership of wealth in the United States has become concentrated to a degree which it is difficult to grasp. The recently published researches of a statistician of conservative views\*\* have shown that as nearly as can be estimated the distribution of wealth in the United States is as follows:

The "rich," 2 per cent of the people, own 60 per cent of the wealth.

The "middle class," 33 per cent of the people, own 35 per cent of the wealth.

The "poor," 65 per cent of the people, own 5 per cent of the wealth.

This means in brief that a little less than 2,000,000 people, who would make up a city smaller than Chicago, own 20 per cent more of the nation's wealth than all the other 90,000,000.

The figures also show that with a reasonably equitable division of wealth, the entire population should occupy the position of comfort and security which we characterize as middle class.

The actual concentration has, however, been carried very much further than these figures indicate. The largest private fortune in the U. S., estimated at \$1,000,000,000, is equivalent to the aggregate wealth of 2,500,000 of those who are classed as "poor," who are shown in the studies cited to own on the average about \$400 each.

Between the two extremes of superfluity and poverty is the large middle class—farmers, manufacturers, merchants, professional men, skilled artisans, and salaried officials—whose incomes are more or less adequate for their legitimate needs and desires, and who are rewarded more or less exactly in proportion to service. They have problems to meet in adjusting expenses to income, but the pinch of want and hunger is not felt, nor is there the deadening, devitalizing effect of superfluous, unearned wealth.

From top to bottom of society, however, in all grades of incomes, are innumerable numbers of parasites of every conceivable type. They perform no useful service, but drain off from the income of the producers a sum whose total cannot be estimated.

This whole situation has never been more accurately described than by Hon. David Lloyd-George in an address on "Social Waste":

I have recently had to pay some attention to the affairs of the Sudan, in connection with some projects that have been mooted for irrigation and development in that wonderful country. I will tell you what the problem is—you may know it already. Here you have a great, broad, rich river upon which both the Sudan and Egypt depend for their fertility. There is enough water in it to fertilize every part of both countries; but if, for some reason or other, the water is wasted in the upper regions, the whole land suffers sterility and famine. There is a large region in the upper Sudan where the water has been absorbed by one tract of country, which, by this process, has been converted into a morass, breeding nothing but pestilence. Properly and fairly husbanded, distributed, and used, there is enough to fertilize the most barren valley and make the whole wilderness blossom like the rose.

That represents the problem of civilization, not merely in this country but in all lands. Some men get their fair share of wealth in a land and no more—sometimes even the streams of wealth overflow to waste over some favored regions, often producing a morass, which poisons the social atmosphere. Many have to depend on a little trickling runlet, which quickly evaporates with every commercial or industrial drought; sometimes you have masses of men and women whom the flood at its height barely reaches, and then you witness parched specimens of humanity, withered, hardened in misery, living in a desert where even the well of tears has long ago run dry.

Besides the economic significance of these great inequalities of wealth and income, there is a social aspect which equally merits the attention of Congress. It has been shown that the great fortunes of those who have profited by the enormous expansion of American industry have already passed, or will pass in a few years, by right of inheritance to the control of heirs or to trus-

tees who act as their "vice regents." They are frequently styled by our newspapers "monarchs of industry," and indeed occupy within our Republic a position almost exactly analogous to that of feudal lords.

These heirs, owners only by virtue of the accident of birth, control the livelihood and have the power to dictate the happiness of more human beings than populated England in the Middle Ages. Their principalities, it is true, are scattered and, through the medium of stock ownership, shared in part with others; but they are none the less real. In fact, such scattered invisible industrial principalities are a greater menace to the welfare of the nation than would be equal power consolidated into numerous petty kingdoms in different parts of the country. They might then be visualized and guarded against; now their influence invisibly permeates and controls every phase of life and industry.

"The king can do no wrong," not only because he is above the law but because every function is performed or responsibility assumed by his ministers and agents. Similarly our Rockefellers, Morgans, Fricks, Vanderbilts and Astors can do no industrial wrong, because all effective action and direct responsibility is shifted from them to the executive officials who manage American industry. As a basis for this conclusion we have the testimony of man, among which, however, the following statements stand out most clearly:

Mr. John D. Rockefeller, Jr.:

(Before congressional investigating committee.)

\* \* \* Those of us who are in charge there elect the ablest and most upright and competent men whom we can find, in so far as our interests give us the opportunity to select, to have the responsibility for the conduct of the business in which we are interested as investors. We can not pretend to follow the business ourselves.

Mr. J. Pierpont Morgan:

Chairman Walsh—In your opinion, to what extent are the directors of corporations responsible for the labor conditions existing in the industries in which they are the directing power?

Mr. Morgan—Not at all I should say.

The similitude, indeed, runs even to mental attitude and phrase. Compare these two statements:

Mr. John D. Rockefeller, Jr.:

My appreciation of the conditions surrounding wage earners and my sympathy with every endeavor to better these conditions are as strong as those of any man.

Louis XVI:

There is none but you and me that has the people's interest at heart. ("Il n'y a que vous et moi ainsins le peuple.")

The families of these industrial princes are already well established and are knit together not only by commercial alliances but by a network of intermarriages which assures harmonious action whenever their common interest is threatened.

Effective action by Congress is required, therefore, not only to readjust on a basis of compensation approximating the service actually performed, the existing inequalities in the distribution of wealth and income, but

to check the growth of an hereditary aristocracy, which is foreign to every conception of American government and menacing to the welfare of the people and the existence of the nation as a democracy.

The objects to be attained in making this readjustment are: To reduce the swollen, unearned fortunes of those who have a superfluity; to raise the underpaid masses to a level of decent and comfortable living; and at the same time to accomplish this on a basis which will, in some measure, approximate the just standard of income proportional to service.

The discussion of how this can best be accomplished forms the greater part of the remainder of this report, but at this point it seems proper to indicate one of the most immediate steps which need to be taken.

It is suggested that the commission recommend to Congress the enactment of an inheritance tax, so graded that, while making generous provision for the support of dependents and the education of minor children, it shall leave no large accumulation of wealth to pass into hands which had no share in its production. The revenue from this tax, which we are informed would be very great, should be reserved by the Federal Government for three principal purposes:

(It is suggested that the rates be so graded that not more than \$1,000,000 shall pass to the heirs. This can be equitably accomplished by several different graduations of taxation.)

1. The extension of education.
2. The development of other important social services which should properly be performed by the nation, which are discussed in detail elsewhere.
3. The development, in co-operation with states and municipalities, of great constructive works, such as road building, irrigation, and reforestation, which would materially increase the efficiency and welfare of the entire nation.

We are informed by counsel not only that such a tax is clearly within the power of Congress, but that upon two occasions, namely, during the Civil War and in 1898, such graded inheritance taxes were enacted with scarcely any opposition and were sustained by the Supreme Court, which held that the inheritance tax was not a direct tax within the meaning of the Constitution. We are aware that similar taxes are levied in the various states, but the conflict with such state taxes seems to have presented little difficulty during the period in which the tax of 1898 was in effect. Under any circumstances this need cause no great complication, as the matter could be readily adjusted by having the Federal Government collect the entire tax and refund a part to the states on an equitable basis.

There is no legislation which could be passed by Congress the immediate and ultimate effects of which would be more salutary or would more greatly assist in tempering the existing spirit of unrest.

## A WORLD OF SYMPATHY HIDDEN BEHIND A MASK OF GRUFFNESS AND RAILLERY.

Charles W. Wood, one of the best known of New York journalists and character writers, presented an interview he had with International President W. D. Mahon in which he typified the chief executive of the Amalgamated Association from the impressions he gained through the interview. The interview appeared in the Sunday edition of the New York World of August 6 and contains some terse explanations of the philosophy of organization from which Mr. Wood admits of receiving enlightenment in advance of that coming from academic discussion. The interview is reproduced complete as taken from The World, as follows:

William D. Mahon is president of the Amalgamated Association of Street and Electric Railway Employees, the man who may at any moment say the word which will tie up New York's whole rapid transit system. In thousands of minds he is pictured as an arch disturber, the incarnation of all that is monstrous in industrial strife. Rapid transit strikes are notably associated with violence and terrorism, and wherever there is a rapid transit strike there is William D. Mahon. New York, say these people, has been peaceful these many years, but Mahon has come at last and New York has been trembling ever since.

Two weeks ago his name was hardly known in New York, but almost every other city in America knows him. For twenty-three years the name of William D. Mahon of Detroit has been coupled with the most troublous times in their municipal history. For twenty-three years he has ridden the worst industrial storms throughout the nation and breathed an atmosphere of violence and riot. I waited for him two hours at the Hotel Continental, and as I waited I wondered what manner of man he could be. In order to get a "rise" from him at the earliest possible moment, I showed him a statement just put out by Theodore P. Shonts in behalf of the New York Railways Company and watched his face for an explosion.

"Our men are being intimidated," said Mr. Shonts. "They want to stay by their jobs; a careful canvass makes that clear. There is no question, however, of the purpose of this organization, without consultation with or authority from our own employees, to call a strike on the lines with the hope that through threats and intimidation our men may be induced to stay away from their work."

There was no explosion; not a trace of excitement. Mr. Mahon is a man of about fifty-five in years and about 255 in avoirdupois, and they say the union has a reward out for any one who can "get his goat." This time his smile was very placid and very humorous.

### Nothing Violent About Mahon.

"Yes," he drawled, chuckling quietly, just enough to shake the hotel, "these men must

be afraid of Fitz and me. There are two of us, you see, and there are only 20,000 of them, and they haven't any one to protect them except the whole police force and the militia and all the thugs and gunmen that the corporation can hire. They don't want to be organized and they are afraid that Fitz and I will organize them." "Fitz" was William B. Fitzgerald of Troy, general organizer, who takes charge of things in Mr. Mahon's absence.

Assuredly there was nothing of the violent type about Mr. Mahon; at least, nothing of the type which I have associated with violence. He looked to me like a good natured old parish priest, one acquainted intimately with the stark tragedies of life among the poor, who hides a world of sympathy behind a mask of gruffness and railleury.

"But the company has taken a poll of the men," I protested, "just as Mr. Shonts says, and they are almost uniformly opposed to organization." Whereupon Mr. Mahon pitied me and told a little story.

"We had a strike a while ago," he said, "and left it to arbitration, as we always aim to do. This time, however, the arbitrators gave us the worst of it. To do my best, I couldn't wring from the board any concessions that seemed worth while and I dreaded to report to the union. The union had been recognized, I told them, but the pay could not be raised that year. I simply told the facts, asked them how they felt about it and waited. One of the oldest men in the service jumped to the floor.

"Hooray!" he yelled. 'I'm a free man. I've been a slave twenty-five years. I've cringed and lied and been a traitor to myself because I had to be. I couldn't talk in favor of a union; I knew I'd be fired if I did. A raise in pay might come handy to a lot of us, but it ain't in it with being free.' Tears were streaming down his face, and I guess they were down mine. All of us realized the way he felt. All of us had been up against it. It's this slavery—this depriving a man of his fundamental rights, free speech and united action—that is the worst thing about the situation wherever rapid transit employees are not organized. The pay here in New York is the worst of any large city I know. But the intimidation of the men is worse yet.

"Mr. Shonts seems to like that word 'intimidation.' I wonder if he knows what it means. I wonder if he knows that his employees are constantly hounded by spies and thugs, to report the slightest suggestion of the part of any one that favors organization. I wonder if he knows that these thugs have shadowed every union organizer who has ever taken an interest in the New York situation and reported the names of all employees who were known to speak to them. I wonder if he knows that these company detectives have assaulted and threatened to kill not only our organizers but sympathetic private citizens who were caught suggesting organization to men on the cars. Perhaps Mr. Shonts doesn't know what these thugs have been doing for years. But

that is what they have been doing, and somebody has been paying them for it.

#### Do Employees Want the Union?

"If the employees do not want to be organized, can you tell me how any one is going to organize them? On the other hand, if they do want to be organized, these tactics are well calculated to scare them from it. What Mr. Shonts probably means is that the men do not want a raise in pay. After five years of constant attention to business, if his health holds out and he keeps his job, a New York conductor may get 28 cents an hour. A motorman may get 29. Others work for 22 and 23 cents. Considering the cost of living in New York, this is by all odds the worst record I know anything about. It is just about enough to starve to death on, and in order to earn a living the men work overtime at disastrously long hours. This condition would be impossible if the men were organized."

"But," I asked, "isn't a rapid transit strike about the worst thing that can happen to a big city? Such strikes are almost always marked by violence, to say nothing of the paralysis to business and extreme annoyance to every one. You know more about traction strikes than any other living man. But can you picture what a disaster such a strike in New York would be? Most other big cities can walk on a pinch, but New York can't. It's too big. New York would have to lie down—go out of business completely. Frankly, Mr. Mahon, have you counted the cost?"

"I don't believe in strikes," he said. "I have done my best everywhere to avoid them. I stand always for arbitration. That has been a uniform rule of the association. When the companies reply that there is nothing to arbitrate—coolly inform us that we have no grievances and they will therefore consider none—why, then, of course, there is nothing to do but strike. But wherever the union is well established we don't have strikes. Both companies and men have learned better. We have our joint conferences and we make up the best contract we can agree upon, leaving disputed points to arbitration."

#### Labor Will Not Arbitrate Unionism.

"But I understood," I said, "that you were unwilling to submit the chief point in this controversy to arbitration; that you were willing to arbitrate all questions of wages and hours, but insist on the recognition of the union."

Mr. Mahon held up a hand of vast area, not in excitement but in a most impressive gesture, and slowly drawled about 200 enlightening words. When he had finished I knew more about "recognition of the union" than many hours of academic discussion had ever taught me.

"Unwilling is rather a poor word," he said. "I might be willing if I knew it could be done. But two people cannot very well settle a controversy when only one of them is represented. There can be no such a thing as arbitration between owners and workers, where the owners are represented

by officials of the company and the workers are allowed no representation at all. If a corporation is to do anything it must do it through officials or representatives; at least, through some sort of collective action. If the interests of employes are to be stated they must be stated through the same process. This talk of 'arbitration with the men as individuals' is absolutely meaningless. It can't be done. In order to do it, it would be necessary to have 20,000 separate boards of arbitration in session to determine the individual rights of the 20,000 workers. It would be just as sensible for the employes to say that they were willing to work for each stockholder personally, but that they would not work for them as a collective unit.

"What we mean by recognition of the union," he continued, "is simply that officials of the company shall confer with committees of the men. Then we are willing that every question in dispute shall be settled by arbitration. It doesn't mean that they shall have to treat with us 'alien agitators.' Our own union laws insist that each committee shall be elected from employes of the company concerned by employes of the company concerned. We do not come around unless the committee and the management cannot reach an understanding, and then we come only in an advisory capacity.

"Remember, also, that recognition of the union does not mean a closed shop. It still leaves the company free to hire non-union men. All it does is to secure representation to the employes. When that is secured arbitration is possible. Until it is secured the employes are entirely out of court.

"Here in New York," Mr. Mahon continued, "the men have not only been denied representation but they have been denied the right to talk about it individually among themselves. Any union agitation, when discovered by the company, has been suppressed. The fundamental right of free speech has been made a crime and the culprits have been sentenced indeterminate to unemployment and starvation."

I was still uneasy at the violence possible in a general prostration of transportation in New York and asked Mr. Mahon if he didn't think it could be avoided.

"It almost always does come," he said, "in spite of all the Amalgamated can do. Our policy is for law and order every time, but unfortunately our influence is limited to the union membership. We can't control the public. In a traction strike 95 per cent of the public generally favor the strikers. They do this because of the inhumanly long hours railway men are known to work. When another sort of workingman goes to work he often recognizes the conductor on the car he takes. When he comes home he recognizes the same conductor. When he goes downtown in the evening the same conductor may take his fare, and when he comes home from the theater it may be to ride again with the same conductor.

"Naturally he wonders when such men get any time to live. He learns that, being unorganized, they are compelled to work at any old hours which happen to be most convenient to the management. And when the men go on strike against such unbearable conditions, and the companies import professional strikebreakers to take their places, the sympathetic workingman is enraged. This is the explanation of these cases of mob violence—this and the rioting which is directly incited by the company's importations."

#### Public Hearings Get Nowhere.

Mr. Mahon testified before the Public Service Commission Thursday at it inquiry into the Third Avenue strike.

"They mean well," he said afterwards, "but they can't see that these hearings never do anything for the working people. They are never started until the workmen begin to act. These grievances which they are just beginning to look into have been a matter of public knowledge here for many years, but it would never occur to a Public Service Commission to try to correct them until the men have taken things into their own hands."

The New York Call has tendered a very sage and wise caution to the New York street railway men and it is applicable to all organized wage earners. The Call uses the European war to illustrate as follows: "Whenever a group of fighting men in Europe take a trench, a ridge or a position from the enemy, instead of pressing on recklessly after the victory comes, they stop for awhile and go through the process of what is called 'consolidating their positions.' Experience has taught them that a counter-attack is coming, and unless they consolidate they are likely to lose all they have gained, and perhaps more. It is not conservatism or timidity or anything of the sort. It is simply war strategy that experience has taught to be necessary. The street car employes of New York have just won a considerable victory, but they will have to watch out for a counter-attack. It will pay them to halt for awhile to consolidate their positions. The employes should give much of their time to protecting and strengthening their organization. If not, it will be attacked. Eternal vigilance is the price of the liberty of action of the workers. Intelligence, class loyalty—these are the things that spell vigilance. And the great battle of the past weeks have clearly shown that the men can exercise that vigilance. The men have learned the great lesson and they must not allow the theft of their liberties. If this victory is made permanent its effects will endure." If the New York street railway men, or for that matter all organized employes will follow the advice of The Call, benefits gained will endure, but as true as the sun shines the other fellow is eternally vigilant—ever watching to restore his advantage.





This picture is a representation of Division No. 714, Amalgamated Association of Street and Electric Railway Employees of America, recently organized at Portland, Maine.



# The Motorman and Conductor

Official Journal of the Amalgamated Association of Street and Electric Railway Employees of America

PUBLISHED BY THE ASSOCIATION  
Monthly

W. D. MAHON, President



Correspondents will please address all communications for publication to R. L. REEVES, Editor, Detroit, Michigan.

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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Benefit Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social condition.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

Saturday, August 26, International President W. D. Mahon embarks on the S. S. St. Paul for England. He, and International President Matthew Woll of the Photo Engravers, are delegates representing the American Federation of Labor to the British Trades Congress, which convenes September 3.

The General Executive Board of the Amalgamated Association is in session at headquarters, 104 East High Street, Detroit, Mich., the week of Monday, August 14. Reports before the Board for the six months ending July 31 show this to have been one of the most prosperous periods of the Association.

Monday, September 4, is Labor Day. This is Organized Labor's day of comparing notes. It is also the day from which labor looks forward in contemplation of future events. A review of the past year affords much in the way of a text for enlightenment upon the advantage and importance of organization to wage earners. There is sufficient in the wonderful progress made by practically all trades that discloses a most attractive incentive for the future progress and growth of the movement. The expounders of the principles of trade unionism will not lack in benefit illustrations. The past year has been wonderful in demonstrations of the benefit to come from collective effort, and Labor Day this year will be one

of general rejoicing. The Amalgamated Association throughout its entire jurisdiction will participate in the demonstrations and festivities in various convenient ways.

The New York street railway strike was settled August 7. This strike originated with Divisions Numbers 490, Yonkers, and 498, Mt. Vernon and New Rochelle, N. Y. The cause was to enforce consideration of an appeal for an increase in wages, either by granting the rates requested or arbitration. The strike extended to the New York City lines with the same purpose, and in addition thereto the right to organize. The settlement agreement grants the right of organization to all employees and provides that agreement conditions shall be taken up between representatives of the various companies and committees representing the various locals. Features of the proposed agreement which cannot be agreed upon in such conferences shall be submitted for arbitration before an arbitration board to be comprised of one member selected by the respective company, one member to be appointed by the respective group of employees and the third arbitrator to be appointed by Hon. Oscar Strauss, Chairman of the New York Public Service Commission. Thus successfully ended the strike in which the interests of the largest number of street railway employees were involved in the history of the Association.



## JULY WORK OF INTERNATIONAL OFFICERS.

Int. Pres. W. D. Mahon in July granted charters for the affiliation of Division Associations as follows: Div. No. 712, San Francisco, Cal., for institution by Thos. Mooney of the moulders; Div. No. 713, Memphis, Tenn., organized by Vice-Pres. Ben Commons; Div. No. 714, Portland, Me., organized by Business Agent Charles Roux of the carpenters; Div. No. 715, Chattanooga, Tenn., organized by Pres. Jacob Cohen of the Chattanooga C. L. U.; No. 716, White Plains, N. Y., organized under the supervision of G. E. B. Member Wm. B. Fitzgerald by officers and members of Div. No. 481, Port Chester, N. Y.; Div. No. 717, Manchester, N. H., organized by G. E. B. Member John H. Reardon. In July President Mahon was required to visit Boston to lend his personal assistance upon agreement work in the interest of Div. No. 589. The question of wages was in dispute. Under his supervision the agreement was consummated embracing, a substantial increase in wages. While upon this work a lockout was instituted in Portland, Me., against Div. No. 714. To this situation he despatched Ex-Pres. M. J. Higgins, Ex-Business Agent T. F. Shine and Bro. N. J. Walsh of Div. No. 589 to assist the local in protesting the lockout and extending the organization. Later, in company with Vice-Pres. P. J. O'Brien and G. E. B. Member John H. Reardon, Pres. Mahon went in person to Portland, where he instituted negotiations with the company which resulted in an agreement embracing full recognition of the newly organized local and which settled the lockout. From this situation he returned to Boston, where he gave advice upon agreement work in the interest of Div. No. 600, Waltham, Mass. He then visited Albany, N. Y., upon the agreement arbitration preparations in the interest of Div. No. 576, Schenectady, N. Y. Shortly after his return to the general office where he rendered assistance to Div. No. 26, Detroit, on a schedule of grievances resulting in an agreement to install seats for conductors on pay-as-you-enter cars and other improvements in the interest of the local membership, he went to Yonkers, Mt. Vernon, New Rochelle and New York City to take personal charge of the situation developing from the strikes of Divisions No. 490 and 498. At the close of the month he was upon this situation—the organization having extended to West Chester, Bronx and various Third avenue and union lines in New York City. This strike resulted from refusal of the company to arbitrate a wage dispute.

Vice-Pres. J. J. Thorpe, who, at the beginning of the month, was aiding Div. No. 709, Harrisburg, Pa., in an effort to secure recognition of the local and obtain increased wages, continued upon the situation until the company instituted a lockout and work was suspended July 16. The company had made preparations to dismiss employees who in-

sisted upon retaining their membership in the local. The lockout was in progress at the close of the month.

Vice-Pres. W. F. Welch in July assisted Div. No. 455, Portsmouth, Ohio, in negotiating a new agreement by which an increase of 2c and 3c per hour was obtained to the members of the local.

Vice-Pres. George Keenan throughout July rendered assistance upon various branches of the Empire United Railway on agreement work. The members involved in these agreements were of Divisions 669, Auburn; 681, Oswego, and branches of 580, Syracuse, N. Y. This work was in progress at the close of the month. Pending this work Vice-Pres. Keenan assisted Divisions No. 304, Glen Falls, and 560, Saratoga Springs, upon grievance work which resulted in satisfactory adjustments.

Vice-Pres. Ben Commons, who, at the close of the previous month, was engaged in organizing work in Memphis, Tenn., was successful in completing the organization of Div. No. 713. The company's vigorous attempt to institute a lockout was timely anticipated by Bro. Commons and the members of the local and after a short suspension of work he was able to effect an agreement through which the organization was recognized and a 2c and 3c per hour increase in wages and better working conditions obtained to the Memphis street railway men. During the course of his work at Memphis Bro. Commons was dispatched to Wilmington, N. C., where a strike had been instituted by Div. No. 708 against the operation of the one-man car. He brought about a settlement by which work was resumed pending arbitration of the dispute. During his absence from Wilmington, Bro. J. B. Owens, whose assistance Bro. Commons highly commends, very successfully continued the organizing work in Memphis.

Vice-Pres. P. J. O'Brien at the close of July was assisting the International President upon the Yonkers, New Rochelle, Mt. Vernon, White Plains, Bronx and New York strike situations. Prior to being called to New York upon these situations, Vice-Pres. O'Brien completed the presentation of the arbitration case involving the wages of the members of Div. No. 269, Danbury, Conn. This case at the close of the month was pending award of the arbitrators. He also assisted the International President in the conduct and settlement of the lockout at Portland, Me. He rendered assistance to Div. 595, Salem, N. H., upon a grievance case which was submitted for and is pending arbitration. He also assisted the locals of Saybrook, New London, Norwich, Conn., and Westerly, R. I., in agreement conferences which were pending at the close of the month.

Vice-Pres. W. S. McClenathan in July effected a new agreement in the interest of the members of Div. No. 228, Joliet, Ill.

This agreement brings a substantial increase in wages to the Joliet membership.

Int. Treasurer Rezin Orr in July visited Philadelphia, where he associated with the committee of Wilkes-Barre, Pa., Div. No. 164, in conference with the management of the Wilkes-Barre Street Railway, looking to a settlement of the Wilkes-Barre strike. He found that the proposition of the company was absolutely unacceptable. He visited Washington, D. C., where he advised upon the lockout situation involving the members of Div. No. 699, which he found to continue without discouragement. At the close of the month he was giving his attention to the affairs of the Association at the general office in the absence of the International President.

G. E. B. Chairman Allen H. Burt in July was dispatched to Sacramento to assist Div. No. 256 upon a case of grievance. He advised submission of the case to arbitration.

G. E. B. Member Fred Fay continues under medical treatment, with but very little change reported in his condition.

G. E. B. Member Edw. McMorro in July completed an agreement for Div. No. 389, Mansfield, Ohio, with the employing company which brought a substantial increase in wages to the members of the local. He also assisted Div. No. 628, Covington, Ky., in negotiating a new agreement which brought an increase in wages. While in that vicinity he attended meetings of Div. No. 627 and No. 634, Cincinnati, Ohio. He later visited Toledo, Ohio, and participated in an excursion outing of the Toledo local and also advised with the local upon its affairs.

G. E. B. Member Magnus Sinclair was successful in obtaining a new agreement for Div. No. 279, Ottawa, Ont., embracing improved working conditions and increased wages. From this situation he was dispatched to Indianapolis, Ind., in the interest of Div. No. 645, where he found that the company was endeavoring to intercept a renewal of agreement with the proposition of a five-year wage scale supplementary of its so-called service agreement. Due to a lockout instituted by the Terre Haute, Indianapolis & Eastern Traction Co. at Logansport, Ind., involving members of Div. No. 719, this situation was also submitted to his supervision. Both situations were under his advisement at the close of the month. At Logansport the local is also being assisted by A. F. of L. Organizers Guy Morris and Geo. J. Gross.

G. E. B. Member Wm. B. Fitzgerald at the close of July was associated with the International President in the conduct of the affairs of the Association in and about New York City. Earlier in the month he assisted Div. No. 681, Auburn, N. Y., upon agreement work. He also had under his

supervision the efforts of Div. No. 490, Yonkers, and 498, Mt. Vernon and New Rochelle, N. Y., to secure a new joint agreement with the employing company. The company refused to grant the requested increase in wages jointly asked by the two locals and also refused to arbitrate the dispute. The company, however, to anticipate the purpose of the locals, posted an increase of 1c per hour to motormen and conductors less than four years of service and 2c per hour to all others. This proposition was rejected and a strike was entered July 22. This strike extended to absorb locals of the Association at Bronx and White Plains and on the Third avenue and Union lines of New York City, the organizing of which resulted from the movement instituted by the Yonkers, Mt. Vernon and New Rochelle locals.

G. E. B. Member P. J. Shea in July assisted Div. No. 540, Trenton, N. J., in effecting a new agreement with the employing company resulting in a 2c per hour increase in wages. He also assisted the local upon arbitration of grievances, the result of which was pending at the close of the month. He assisted Div. No. 477, Philadelphia, upon agreement work and at the close of the month was associated with Div. No. 564, Trenton, N. J., upon agreement work. He gave necessary attention to the affairs of Div. No. 164, Wilkes-Barre, Pa., on strike, no change in which was reported at the close of the month.

G. E. B. Member J. C. Colgan during July assisted Divs. No. 215, Wheaton, and 507, Marengo, Ill., upon agreement work which was pending at the close of the month.

G. E. B. Member John H. Reardon in July completed his work in the interest of Div. No. 589, Boston, Mass., in negotiating a new agreement. Associated with him upon the wage feature of the agreement in its final consummation was Int. Pres. W. D. Mahon. A substantial increase in wages was obtained. He also associated with Pres. Mahon in the conduct and settlement of a lockout of Div. No. 714, Portland, Me. He associated with Divisions Nos. 22, Worcester, and 448, Springfield, Mass., upon agreement work, in both cases of which agreements were obtained of substantial increases in wages. At the close of the month, aside from giving attention to agreement work in the interest of Div. No. 600, Waltham, Mass., he was engaged in organizing the street railway men of Manchester, N. H., preparatory to the institution of a local in that city.

Some happy talent and some fortunate opportunity may form the two sides of the ladder on which some men mount, but the rounds of that ladder must be made of stuff to wear and tear, and there is no substitute for thorough-going, ardent and sincere earnestness.—Dickens.

**STRIKES AND LOCKOUTS.**

Div. No. 528, Tarentum, Pa., continues its strike instituted August 18, 1915, having completed more than eleven months of persistent effort, during which at no time has the company been able to effect any considerable service or patronage.

Div. No. 164, Wilkes-Barre, Pa., that entered strike Feb. 14, stands as determined in its contention against violation of agreement as at the beginning of its effort. On July 4 a large demonstration was held in behalf of the membership, which was the real Fourth of July event of the city. It demonstrated that the people of Wilkes-Barre are firm in their determination that the street railway company shall recognize the rights of its employees.

Div. No. 699, Washington, D. C., involved in a lockout instituted by the Washington and Virginia interurban system April 7, reports no discouragement in the effort to establish the local. The public is refraining from patronizing the company.

Div. No. 623, Buffalo, N. Y., the Buffalo Southern branch of which instituted strike May 24, reports no particular change in the situation. The interests of the Association are receiving the attention of President Frank O'Shea of the Buffalo local.

Div. No. 711, El Paso, Texas, the membership of which were involved in a lockout that had taken place prior to the institution of the local, continues the contest for the right of organization, better wages and working conditions and the reinstatement of employees who were dismissed for daring to represent their fellowmen in an application for better wages. The lockout was instituted June 29. The company is running some cars, but with very little patronage. Some cars, but with very little patronage. The interest of the Association is under the direction of A. F. of L. Organizer Henry M. Walker.

Div. No. 708, Wilmington, N. C., went on strike July 4 in protest against the operation of one-man cars. Int. Vice-Pres. Commons was despatched to the local's assistance. He succeeded in affecting a settlement by which the dispute was referred to a citizen's committee for adjustment and work was resumed July 11. In that the matter involves safety and convenience of the public, appeal has been made to the City Council to enact an ordinance requiring two men to a car.

Div. No. 709, Harrisburg, Pa., declared a condition of lockout to exist and suspended work July 16. Immediately upon discovering that the employees had organized, the company set about preparing to institute a lockout by importing and instructing strike-breakers. The company also refused to give consideration to an application for an in-

crease in wages. This situation is under the advisement of Vice-Pres. J. J. Thorpe, who previously organized the local. The company is operating some cars without patronage. A fair service is rendered by automobiles.

Div. No. 714, Portland, Me., declared a condition of lockout to exist and suspended work July 12. In the course of this contest the International President in person associated in its conduct. He was able to bring about a settlement under agreement by which the Association was recognized and all employees, including those previously dismissed, return to employment with full pay for time lost. Work was resumed July 17. The method of the company in instituting this lockout was that of dismissing the officers and supposed active members of the organization.

Div. No. 710, Logansport, Ind., was locked out by the company and work was suspended July 18. The local was organized by A. F. of L. Organizers Guy Morris and Geo. J. Gross. During the process of organization the company imported strike-breakers and made preparations for dismissing the employees in a body, which resulted in a suspension of work. The local is being assisted by the A. F. of L. organizers and G. E. B. Member Magnus Sinclair. The company involved is a unit of the Terre Haute, Indianapolis & Eastern Traction Co.

Div. No. 713, Memphis, Tenn., declared a condition of lockout to exist and suspended work July 22. This is a newly organized local, during the process of organizing of which the management dismissed several men charged with affiliation with the movement. Upon the institution of the local the company was approached under the advisement of Vice-Pres. Ben Commons for an agreement and recognition of the right to organize. This was refused. The company also refused to arbitrate any questions in dispute. On July 23 the company withdrew its opposition to the organization, agreed to recognize the organization, reinstate dismissed members who had been discharged and also pay back time, together with time lost by all employees during the lockout. The settlement embraces a provision that the question of agreement would be taken up by the authorized committee of the local with the company and matters upon which agreement could not be reached should be submitted to arbitration. Upon the consummation of this agreement work was immediately resumed. The situation was under the immediate direction of Vice-Pres. Ben Commons.

Divisions Nos. 490 and 498, Mt. Vernon and New Rochelle, N. Y., went on strike July 22. Previously, these locals had jointly submitted to the employing company a proposed new agreement in which was incorporated an application for 33c per hour to those of one or more years of service and

30c per hour for first year service men. The wage rates prevailing were 25c per hour for first year service men and 28c per hour to those of one or more years of service. The company involved refused to entertain a proposed new agreement, and under the direction of the president, posted a notice that the rates were to be raised 1c per hour. This program of the company, for two reasons, was protested by the locals by renewal of request for consideration of the proposed new agreement or arbitration. The company attempted to circumvent this request by another grant of 1c per hour additional wages to employees of four or more years of service, making the rates 26c, 29c and 30c per hour. The employees made a third request for the previously requested wages or arbitration, which was frankly refused by the management of the company. The president of the company went on a protracted trip to Europe. The locals were practically defied to enforce their request. The railway lines involved through employment of Divisions 490 and 498 are a branch of the mammoth Third Avenue Ry Co. Common interest extended to absorb Div. 581, Bronx, N. Y., and Div. No. 716, White Plains, the organization of which sprang from the movement of the Yonkers, Mt. Vernon and New Rochelle men, this being another branch of the big Third Avenue system and known as the New York, Westchester and Conn. Tr. Co. The Bronx Tr. Co. is a part of the Union Ry, controlled by the Third Avenue Co. From common interest the organization extended and absorbed within the strike the Third Avenue line and underlying companies operating within New York City, so that practically every line covered as under control of this big \$90,000,000 corporation was successfully affected and tied up. During the process of this gigantic strike the organization was extended to the New York railway lines controlled by the Interborough Metropolitan Co. These men joined the strike August 5th, as the New York Railways refused to recognize the organization or receive the committee upon a proposed collective agreement. The roads, so far as the strike has extended, have become thoroughly organized. The strike that was provoked by the arbitrary and indifferent attitude of the officers of the Third Avenue Ry. towards the reasonable requests of the approximately five hundred men of Yonkers, New Rochelle and Mt. Vernon locals, has now extended to embrace thousands of New York City and suburban street railway men. This situation is under the immediate direction of Int. Pres. W. D. Mahon, who is being assisted by Vice-President P. J. O'Brien, G. E. B. Members W. B. Fitzgerald and John H. Reardon, A. F. of L. Organizers Hugh Frayne and Wm. Collins and various Association officers and organizers from eastern locals. At this writing indications are that all street and electric railway employees of Greater New York and surrounding suburbs, including subway and elevated men will become involved in

this effort to improve wages and working conditions.

### LATE ACQUIRED WAGE RATES INCREASES.

New and renewed agreements that contain wage increases effected since July 1, together with the newly established wage rates are of local Divs. as follows:

Div. No. 128, Asheville, N. C., present wage rates: First year service men, 21c per hour; second year, 23c; third year, 25c; to those of three or more years of service, 27c per hour; time and one-half for overtime. The wage rates were increased 2c per hour to all motormen and conductors.

Div. No. 169, Easton, Pa.—Present rates: First year service men, 25c per hour; second year, 26c; third year, 27c; fourth year, 28c; to those of four or more years of service, 30c per hour; 6c per hour additional for overtime. This is the third increase in wages obtained by the members of the Easton local since the beginning of the year. The wage rates to the Easton motormen and conductors prior to the year 1916 were for first year service men, 23c per hour; second year, 24c; third year, 25c; fourth year, 26c; to those of four or more years of service, 27c per hour. The rates have been increased 2c per hour to those of the first four years of service and 3c per hour to those of four or more years of service.

Div. No. 228, Joliet, Ill.—Present rates: City lines, first six months service men, 23c per hour; second six months, 26c; second year, 28c; third year, 29c; to those of three or more years of service, 30c per hour. Interurban service, baggage and work cars, 31c per hour; passenger service, 33c per hour; 2c per hour additional for overtime. Rates increased on city lines 2c per hour to first and second year service men, 3c per hour to third year service men and 4c per hour to those of three or more years of service. Rates increased upon the interurban line: 12c per hour to first six months service men, 9c per hour to second six months service men and 3c per hour to those of one or more years of service.

Div. No. 269, Danbury, Conn.—Present wage rates: First six months service men, 24c per hour; to those of six or more months of service, 28c per hour. Rates increased 2c per hour.

Div. No. 279, Ottawa, Ont.—Present wage rates: First year service men, 26c per hour; second year, 27c; to those of two or more years of service, 30c per hour; 4c per hour additional for Sunday and holiday. Caps and uniforms including uniform overcoats to be paid for by the Company. Wage rates increased 3c per hour.

Div. No. 389, Mansfield, O.—Present wage rates: First three months service men, 21c per hour; second three months, 23c; second six months, 25c; to those of two or more years of service, 27c per hour; Shelby interurban line, 29c per hour. Rates increased to

second three months service men, 5c per hour; to second six months and second year service men, 4c per hour; to all others, 3c per hour.

Div. No. 455, Portsmouth, O.—Present rates: First year service men, 22c per hour; second year, 25c; third year, 26c; fourth year, 27c per hour and for those of four or more years of service, 28c per hour. Rates increased 3c per hour to those of four or more years of service and 2c per hour to those of less than four years of service.

Div. No. 542, Waterloo, N. Y.—Present rates: First year service men, 22c per hour; second year, 24c; to those of two or more years of service, 26c per hour. Time and one-half for overtime. Rates increased 3c per hour to first and second year service men; 4c per hour to third year service men and 2c per hour to those of three or more years of service.

Div. No. 589, Boston, Mass.—Surface lines: Motormen and conductors, first six months service men, 28½c per hour; second six months, 29c; second year, 30¼c; third year, 31c; fourth year, 31¼c; fifth year, 32½c; to those of five or more years of service, 34c per hour; 25% additional for overtime. Rates increased 2c per hour. Elevated lines (rapid transit): Motormen, first year service men, 32½c per hour; second year, 33c; third year, 33¼c; fourth year, 34½c; fifth year, 35¼c; to those of five or more years of service, 36c per hour; time and one-fourth for overtime. Rates increased 2c per hour. All other classes of employees receive increases in proportion to motormen and conductors.

Div. No. 713, Memphis, Tenn.—Rates increased from rates of 18c to 26c per hour and scale reduced from nine to six years in the period within which the maximum is consummated. Present rates are: First year service men, 21c per hour; second year, 23c; third year, 24c; fourth year, 25c; fifth year, 26c; sixth year, 27c; and to those of six or more years of service, 28c per hour.

## WILL SURVIVE OF ITS OWN GOOD.

Detroit, Mich., July 26, 1916.

To the Amalgamated Association of Street and Electric Railway Employes of America. Mr. W. D. Mahon, International President.

Dear Sir and Bro.:

I became a member of the Amalgamated Association, May 10, 1895. It was in the early days, even of the old Detroit local. We, in those days, had faith in the future of our organization. May I publicly testify to the consummation of that faith?

While I am proud that Div. No. 26 early took the lead and, I believe, is still of those in the lead, I have seen our wages doubled during my period with the Association. I have watched the Association branch out in membership. And I have witnessed its munificence embrace its present benefit features. True, as I have heard you say, it was business. Yet I never lost sight of the

fact that the inspiration is fraternal fellowship in no other way so beautifully and interestingly developed.

Now I see the whole of it and how far-reaching is our mutual brotherhood. I grew old, as you know, and not long since I was told that by age and infirmity I could no longer continue in employment. I then became aroused to the fullness of the fact that I was entitled to participation in the benefit feature of our grand organization.

Bear in mind, dear brothers, in my time in the street railway service I saw others, many of them, dropped by the way because of age and infirmity. It was before we developed our present benefit feature. We helped them for a time, but only temporarily.

Now I find, as I have reached the end of my service, that I have eight hundred dollars that has accrued to me by virtue of the wisdom of our grand organization. I have received the check.

Am I grateful? Rather, I am proud that I have been one of the vast army of members who established the Amalgamated Association and set it on its way to greater achievements. I congratulate myself and all others upon our splendid organization and its splendid achievements. I congratulate myself that I had the honor of being of the class of men who had the good sense and intelligence to create and maintain the Amalgamated Association. We are right. The organization is right. It will survive and prosper, from the good it is doing.

I join with many others of the Association's beneficiaries in the profound belief that God is on the side of the old Amalgamated Association.

With best wishes, I am,

Fraternally yours,

WILLIAM RIDLEY.

## STATEMENT OF DANBURY HATTERS' RELIEF FUND, DONATIONS MADE BY DIVISIONS OF THE AMALGAMATED ASSOCIATION.

Previously reported.....	\$14,449.76
Received since last report—	
June 8, 1916, Div. No. 628,	
Covington, Ky. ....	\$91.58
June 12, 1916, Div. No. 518,	
San Francisco, Cal. (3rd	
donation) .....	2.80
June 26, 1916, Div. No. 276,	
Stockton, Cal. ....	6.50
July 21, 1916, Div. No. 518,	
San Francisco, Cal. (4th	
donation) .....	1.60
July 24, 1916, Div. No. 674,	
Ft. Smith, Ark. (2nd do-	
nation) .....	13.00
	<hr/> 115.48

Total to date August 1, 1916..	\$14,565.24
Previously reported as forwarded	
to A. F. of L. Sec. Frank Mor-	
rison. ....	\$14,449.76
July 31, 1916, by check.....	115.48

Total donations forwarded through the general office..\$14,565.24

Disbursements from the Death and Disability Fund during the month of June, 1916, were made to beneficiaries on death and disability claims as follows:

### Death Benefits.

Mrs. W. Kirkbride, beneficiary, death claim of W. Kirkbride, deceased, late member of Div. No. 308, Chicago, Ill.; cause, chronic interstitial nephritis and uremia .....	\$800.00
Josephine Hackett, beneficiary, death claim of Henry Hackett, deceased, late member of Div. No. 258, Quincy, Mass.; cause, cancer .....	100.00
Mrs. Louise Zemek, beneficiary, death claim of Joseph Zemek, deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia .....	500.00
Mrs. J. P. McCoy, beneficiary, death claim of James P. McCoy, deceased, late member of Div. No. 618, Providence, R. I.; cause, hypernephroma ..	250.00
Mrs. J. H. Keelin, beneficiary, death claim of John H. Keelin, deceased, late member of Div. No. 618, Providence, R. I.; cause, carcinoma of stomach and anaemia .....	100.00
Mary Leonard, beneficiary, death claim of John B. Moloney, deceased, late member of Div. No. 241, Chicago, Ill.; cause, accident—internal injuries received in head-on collision .....	800.00
William F. White, financial secretary of Div. No. 645, for funeral expenses, death claim of James T. Kiley, deceased, late member of Div. No. 645, Indianapolis, Ind.; cause, cerebral degeneration .....	150.00
A. Scoble, financial secretary of Div. No. 99, for beneficiary, death claim of Albert Lenton, deceased, late member of Div. No. 99, Winnipeg, Manitoba; cause, chronic rheumatic endocarditis ..	400.00
Mary Quan, beneficiary, death claim of William Quan, deceased, late member of Div. No. 241, Chicago, Ill.; cause, typhoid fever .....	800.00
Mrs. Ida M. Green, beneficiary, death claim of Frank X. Green, deceased, late member of Div. No. 568, Erie, Pa.; cause, diabetes .....	400.00
Charles Ritchie, administrator of estate for funeral expenses, death claim of John Ritchie, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, erysipelas .....	100.00
Laura Parry, beneficiary, death claim of John Parry, deceased, late member of Div. No. 582, Utica, N. Y.; cause, tuberculosis .....	400.00
Mrs. Corden Reid, beneficiary, death claim of Corden Reid, deceased, late member of Div. No. 26, Detroit, Mich.; cause, lobar pneumonia .....	500.00
Mrs. Harry A. Morris, beneficiary, death claim of Harry A. Morris, deceased, late member of Div. No. 26, Detroit, Mich.; cause, lobar pneumonia .....	100.00
Mrs. John Hunt, beneficiary, death claim of John Hunt, deceased, late member of Div. No. 26, Detroit, Mich.; cause, chronic nephritis .....	500.00
Margret Shavlin, beneficiary, death claim of Edward B. Shavlin, deceased, late member of Div. No. 132, Troy, N. Y.; cause, cerebral hemorrhage ..	800.00
Mrs. Sarah Mooney, beneficiary, death claim of James W. Mooney, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, paralysis .....	250.00
William Taber, financial secretary of Div. No. 241, for beneficiaries, death claim of John B. Atwood, deceased, late member of Div. No. 241, Chicago, Ill.; cause, organic heart disease and chronic nephritis .....	700.00
Mrs. Edw. L. Bradley, beneficiary, death claim of Edw. L. Bradley, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, lobar pneumonia ..	800.00
Mrs. E. R. Johnson, beneficiary, death claim of E. R. Johnson, deceased, late member of Div. No. 194, New Orleans, La.; cause, cystitis .....	800.00
W. S. McClenathan, secretary-treasurer of Div. No. 308, for funeral expenses, death claim of J. E. Hubbard, deceased, late member of Div. No. 308, Chicago, Ill.; cause, organic heart disease .....	213.50
Mrs. Anna M. Rennels, beneficiary, death claim of Martin L. Rennels, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis ..	150.00
Michael Tracy, treasurer of Div. No. 228, for beneficiary, death claim of Jno. Albert Johnson, deceased, late member of Div. No. 228, Joliet, Ill.; cause, pulmonary tuberculosis .....	800.00
Joseph H. Whelan, beneficiary, death claim of Patrick Whelan, deceased, late member of Div. No. 589, Boston, Mass.; cause, myocarditis and broncho-pneumonia .....	150.00
Mrs. Nora Lalley, beneficiary, death claim of Timothy Malloy, deceased, late member of Div. No. 589, Boston, Mass.; cause, shock and crushing of leg between bumpers in accident at car barns in coupling cars .....	100.00
Henry H. Tyler, administrator of estate for beneficiary, death claim of Fred S. Tyler, deceased, late member of Div. No. 589, Boston, Mass.; cause, Bright's disease and apoplectic shock ..	250.00
Caroline E. O'Connell, beneficiary, death claim of Charles O'Connell, deceased, late member of Div. No. 589, Boston, Mass.; cause, bronchitis and organic disease of heart .....	250.00
Della M. Lewis, beneficiary, death claim of David F. Lewis, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, myocarditis .....	800.00
Mrs. J. P. Kehoe, beneficiary, death claim of J. P. Kehoe, deceased, late member of Div. No. 279, Ottawa, Ont.; cause, pulmonary tuberculosis .....	400.00
Mrs. Edward J. Bernhardt, beneficiary, death claim of Edward J. Bernhardt, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, tuberculosis .....	400.00
Mrs. H. Geier, beneficiary, death claim of August Geier, deceased, late member of Div. No. 268, Cleveland, Ohio; cause, pulmonary tuberculosis .....	600.00
Mrs. George M. Stretch, beneficiary, death claim of George M. Stretch, deceased, late member of Div. No. 308, Chicago, Ill.; cause, dilatation of heart .....	800.00
Mrs. George H. James, beneficiary, death claim of George H. James, deceased, late member of Div. No. 308, Chicago, Ill.; cause, organic heart disease .....	400.00
Mrs. J. Wannamaker, beneficiary, death claim of John Wannamaker, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, appendicitis and acute endocarditis .....	150.00
Thomas P. Kefley, executor of will for beneficiary, death claim of Joseph Green, deceased, late member of Div. No. 589, Boston, Mass.; cause, accident, being struck by automobile, causing multiple injuries, including fractured skull and crushed chest ..	150.00
Mrs. Mary F. Palmer, beneficiary, death claim of Frank A. Palmer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, myocarditis .....	800.00
Mrs. Helen Rymal, beneficiary, death claim of Ray W. Bassett, deceased,	



late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis...	150.00
Mrs. Ranga Pedersen, beneficiary, death claim of Jens P. Pedersen, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis...	150.00
Allen F. Linscott, executor of will for beneficiary, death claim of John W. Nichols, deceased, late member of Div. No. 284, Nashua, N. H.; cause, septicaemia	800.00
James J. Baker, beneficiary, death claim of James J. Baker, deceased, late member of Div. No. 498, Mt. Vernon and New Rochelle, N. Y.; cause, operation for carcinoma of sigmoid flexure of descending colon	800.00
Margaret M. Kearns, beneficiary, death claim of John J. Kearns, deceased, late member of Div. No. 498, Mt. Vernon and New Rochelle, N. Y.; cause, chronic interstitial myocarditis	700.00
Mrs. P. M. Thompson, beneficiary, death claim of P. M. Thompson, deceased late member of Div. No. 85, Pittsburgh, Pa.; cause, cardiac asthma	800.00
Mrs. Michael Harrington, beneficiary, death claim of Michael Harrington, deceased, late member of Div. No. 589, Boston, Mass.; cause, drowning, suicidal	250.00
Sarah F. Sibley, beneficiary, death claim of Charles Sibley, deceased, late member of Div. No. 589, Boston, Mass.; cause, carcinoma of liver	150.00
Margaret E. Quinn, beneficiary, death claim of George B. Quinn, deceased, late member of Div. No. 589, Boston, Mass.; cause, chronic nephritis	250.00
Mrs. Anna M. Ford, beneficiary, death claim of Michael P. Ford, deceased, late member of Div. No. 589, Boston, Mass.; cause, accident—multiple injuries, including crushing of the chest and fractures of the spine and pelvis (street car accident)	150.00
Mrs. Catherine W. Gordan, beneficiary, death claim of William Gordan, deceased, late member of Div. No. 589, Boston, Mass.; cause, cancer of stomach	250.00
Mrs. Mary Cassidy, beneficiary, death claim of Thomas Cassidy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, accident—shock and internal injuries from accidental fall	800.00
Mrs. Minnie Sperl, beneficiary, death claim of Herman W. Sperl, deceased, late member of Div. No. 445, Hartford, Conn.; cause, endocarditis	250.00
Mrs. Mary O'Sullivan, beneficiary, death claim of Michael J. O'Sullivan, deceased, late member of Div. No. 580, Syracuse, N. Y.; cause, cerebral hemorrhage	150.00
Mrs. Alice Shea, beneficiary, death claim of James Shea, deceased, late member of Div. No. 132, Troy, N. Y.; cause, carcinoma of larynx	800.00
Annie Houlihan, beneficiary, death claim of James F. Houlihan, deceased, late member of Div. No. 600, Waltham, Mass.; cause, pulmonary tuberculosis and pleurisy	250.00
Mrs. Fred Wahl, beneficiary, death claim of Fred Wahl, deceased, late member of Div. No. 268, Cleveland Ohio; cause, cancer of stomach	100.00
Mary McLaughlin, beneficiary, death claim of Edward McLaughlin, deceased, late member of Div. No. 498, Mt. Vernon and New Rochelle, N. Y.; cause, acute lobar pneumonia	400.00
Hattie Johnson, beneficiary, death claim of Lawrence Johnson, deceased, late member of Div. No. 26, Detroit, Mich.; cause, surgical shock following operation for obstruction of bowel	500.00

Disability Benefits.

Charles Lyons, member of Div. No. 26, Detroit, Mich.; cause, loss of eyesight	800.00
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Total .....\$24,963.50

IN MEMORIAM.

By Div. No. 282, Rochester, N. Y.

Whereas, God in His infinite love and divine justice has stretched forth His mighty arm and taken suddenly from the ranks of Division No. 282 our beloved brother, James E. Schufford, who was a charter member of Division No. 282, and a true and faithful comrade, ever found on the side of his fellow workmen; and

Whereas, While we realize that the bereaved ones have been called upon to endure grief and sadness until their cups are filled to overflowing, and realizing as we do of heart's feeling, we humbly commend them to the council of the Father of Love in whose keeping is the haven of refuge from earthly trials and tribulations; therefore, be it

Resolved, That we, the officers and members of Division No. 282 of the A. A. of S. and E. R. E. of A., extend to the family of our late brother a copy of these resolutions that they may know of the high esteem with which he was held by his fellowmen; and be it further

Resolved, That our charter be draped for a period of 30 days, that a copy these resolutions be spread upon the minutes of this division, and they be published in the Motorman and Conductor and the Labor Herald.

WM. F. EBNER,  
J. J. O'SULLIVAN,  
C. A. HERRICK,  
Committee on Resolutions.

July 21, 1916.

Whereas, The Almighty God has drawn to His bosom our late brother, Patrick Murphy, his soul to remain in immortal realm to enjoy the blessings and peace that have been so long denied him upon this earth as he was a patient sufferer; and

Whereas, Knowing full well that only time and cheerful thoughts can ever fill the abyss wrought in the hearts of the dear ones left behind, yet we desire to give these dear ones our heartfelt sympathy, that they may gain courage that the future's faith may assume a brighter star to guide them on; therefore, be it

Resolved, That the charter of this Division, No. 282, shall be draped for a period of 30 days, that a copy of these resolutions shall be sent to the family of the late brother, and that they be published in the official journal of the association and spread upon the records of Division No. 282.

WM. F. EBNER,  
J. J. O'SULLIVAN,  
C. A. HERRICK,  
Committee on Resolutions.

July 21, 1916.

By Div. No. 627, Cincinnati, O.

Whereas, Almighty God, in His infinite wisdom, has seen fit to remove from our midst our esteemed and beloved brother, James Cox; and,

Whereas, Our late brother was a true and faithful comrade, and was ever found on the side of his fellow workmen when occasion required; therefore, be it

Resolved, That we, the members of Division 627, extend to the bereaved wife and family our heartfelt sympathy in their dark hour of affliction and commit them to the kindly consolation of Him who doeth all things well and who knoweth best; and be it further

Resolved, That as a mark of respect for our departed brother, our charter be draped for a period of thirty days, a copy of these resolutions be sent to the bereaved family, and a copy to our official journal for publication.

H. C. SMYTH,  
President.  
A. L. SPALDING,  
Secretary.

July 25.

## Edited by Local Division Correspondent



Officers of Division No. 279, Ottawa, Ont., who negotiated the recent agreement with the Ottawa Electric Railway by which a 3-cent per hour increase in wage, totaling \$70 000 per year obtained to the employees. The officers of the local represented in the picture, reading from left to right, are:

Sitting—Recording Secretary V. Boivin, Second Vice-President E. Bouc, President Wm. J. Deevy, G. E. B. Member Magnus Sinclair, Financial Secretary Golding.

Standing—Executive Board Members John Nichol, W. J. Brooks, J. Ritchie.

### DETROIT DIGEST.

At a special meeting of Division No. 26, held the evening of August 26, to hear the report of the committee on grievances previously submitted for adjustment.

The committee's report was as follows:

To the Officers and Members of Div. No. 26.  
Dear Sirs and Brothers:—

Upon the matters submitted to your committee to be taken up with the Company, your committee beg to report as follows:

The first conference was held at the office of the Company July 19. Those representing the Company were Asst. Gen. Mgr. E. J. Burdick, Supts. Paul Dorman, Harry Bullen and Schedule Maker Ed Ives, and those representing Div. No. 26 were President S. Anderson, Secretary Neil McLellan, Business Agent Fred Castator and Board Members Al. Paquette, Carry Ferguson and John Branning, and R. L. Reeves.

Other conferences followed the first upon dates of July 20, 26, 27 and Aug. 2.

The result of these conferences was:

Seats for conductors, granted and to be installed upon P. A. Y. E. cars as soon as they can be procured from the manufactory.

Brooms and switch bars will be supplied by the Company. Men will be held responsible

for negligence in the care and safety of said equipment.

Motormen's stools, Company will supply stools but will attempt to make the justable of position or supply adjustable.

Spring caps will be permitted on the Blue serge for uniforms will be referendum vote.

Pay for instructing new men. The Company will pay 50 cents per day for such and pay students \$1.50 per day while

Company will install air station avenue as soon as equipment can be

Railway will pay one hour extra for requiring more than 17 hours to complete will do away with four period runs.

Company will investigate the cap with a view of supplying a lighter

Pertaining to the transfer of men from line to another, the Company will comply with its previous assurance and receive a grievance any violation thereof.

The Orchard Lake freight complaint adjusted by supplying a motor car for trailer.

Pertaining to the run guide complete the interurban, new schedules will be corrected.

On the matter of violation of Section the Wyandotte we could not agree

runs in any way from any effect resulting from this provision; neither shall there be extended in any way any periods within which swing runs will be completed, either resulting from any effect of this provision or the provisions abolishing four period swing runs; neither shall added tripper work result from abolishing the four period swing runs.

It is further mutually agreed by the Railway Company and the Association that such proposed conditions by the Railway, or communication of acceptance by the Association, shall in no way be regarded as a waiver of Section No. 15 or any other portion of the now existing agreement, or its interpretation.

Yours truly,

E. J. BURDICK,  
Assistant General Manager.

The previous letter to which was referred as from Mr. Brooks was as follows:

Detroit, Mich., June 6, 1916.

Committee, Division No. 26,  
Detroit, Michigan.

Gentlemen:—

In my letter of February 19, I failed to mention the matter of sending men from one line to another, as it is now and then necessary to do.

Such transfers will be made only when there are unemployed men at one car barn, which by reason of sickness or like cause, or by reason of a demand for extra service to meet some special service condition, such as State Fair, circus, or other special occasion, may be used on some other line. If men transferred in this way should earn less money than they would have earned had they remained at their own barn, they will be paid the difference.

Yours very truly,

F. W. BROOKS,  
General Manager.

After much discussion upon the report and recommendation of the committee, a motion to concur in the recommendation of the committee was adopted.

Committeeman Brannigan explained to the meeting that the Company, after receiving the requests of the local, and as the retention of men on the extra list was the seat of much of the complaint, the Company reasoned that payment of men \$1.50 per day during the period of instruction would tend to relieve the situation, as well as paying for instruction. He urged the men to take utmost pains in instructing new men.

As concessions depended upon notice of acceptance, the officers of the local, in accordance with the motion of acceptance, under date of Aug. 7 submitted the following letter to the Company:

"August 7, 1916.

"Detroit United Railway,  
Mr. E. J. Burdick, Asst. General Manager,  
Detroit, Mich.

"Dear Sir: This is to certify that at a stated meeting of Division No. 26, Amalgamated Association, Employees of the D. U. R., held the evening of Saturday, August 5, 1916, the Grievance Committee made report upon recent conferences with the representatives of the Company held under dates of July 19, 20, 26, 27 and August 2, and submitted results thereof, as per your communications under dates of July 28 and August 2. Thereupon a motion prevailed accepting the conditions set forth in your communications as the result of said conferences, said acceptance being under the terms of your communication as specified with reference to Section 15 of the existing agreement.

"We hereby certify to the above stated enactment of Division No. 26 and submit this as a communication of acceptance as in accordance with the motion adopted.

"Very truly yours,

STANLEY ANDERSON, President,  
NEIL McLELLAN, Secretary,  
FRED W. CASTATOR, Business Agent,  
Division No. 26."

## JUVENILES ELECT OFFICERS.

**Des Moines, Ia.**—Our company is insisting on our men taking every precaution to avoid accidents. We are asking for equipment to assist in the elimination of accidents. The way to get accidents down to a minimum, it appears to us, is for the company to furnish the equipment; then if the men do not give satisfaction it can be charged to incompetency. At least by supplying the proper equipment the company will have relieved itself of the charge of neglect. A man cannot dig a cellar with a toothpick.

Election of officers in our juvenile organization was held July 23. Officers elected were: President, Bro. Smith, Jr.; Vice-President, Bro. Woods, Jr.; Recording and Financial Secretary, Bro. Wiley, Jr.; Treasurer, Bro. McCalby, Jr.; Sentinel, Bro. Wm. McKibben, Jr.; Conductor, Bro. Claude McKibben. The juvenile organization has nineteen charter members. Labor Day will see a division of these boys in line in white uniforms. Nothing militaristic will be allowed in this organization or in the make-up of the uniforms.

Div. No. 241 has well-attended meetings and all seem to be interested in what is going on. Mrs. Addick, the estimable wife of Bro. Addick, is very sick at this writing.

Due to new construction work things are very much torn up on our Fair Ground line.

Our juvenile organization that is being directed by Bro. Doud comprises the sons of street car men. His idea is to educate them to unionism, and many other things will be taught, such as safety first, etc. They will be taught of the city they live in. They will receive first aid lectures. These things will all help the people and will be of very little expense. A division of the boys equipped with appropriate banners will be in line in the Labor Day parade. The first meeting of the juvenile organization was held July 15. It will meet every Saturday night for a few weeks. The charter is open until September 1. After September 1 there will be an initiation fee of 25c. Dues will be very small. Let every member help this juvenile organization and make it one of progress and development. It may be that Div. No. 441 in encouraging this movement will have the honor of starting an organization of wage earners' boys that can become world-wide and of vast advantage and influence in the make-up of future society. There is no reason why the importance of mutual brotherhood and helpfulness cannot be instilled in the fertile and elastic minds of our boys through organization. There is much encouragement for the effort and much can be done with very little expense. 441.

## VACATION TIME ENJOYED.

**San Francisco, Cal.**—In another month most of our members will have enjoyed their vacations. From reports we infer that all have enjoyed a foyal good time. Some went on short campaigning trips. Others took expensive auto tours, while still others enjoyed a rest by remaining from duty, although they were unable to leave the city. The end of the vacation period is rather a severe blow to several of our men. Twelve motormen and seventeen conductors are consequently laid off indefinitely. This is pretty tough for the time of year.

Due to the reduction in the inspector's squad, Bros. Arthur Collins and Dick Richards have returned to the platform.

Bro. Welde has been suffering several days from a sprained ankle. He tripped getting off his car.

Our dance committee is working hard to make our coming dance a success. From reports, they are making good progress.

Bro. Jackson went and got married and has bought out Mother Daly's restaurant and is doing a flourishing business. That's right, boys, patronize a good union man, one from your own ranks at that. 518.



## PLEASED WITH NEW AGREEMENT.

**Worcester, Mass.**—All seem pleased with our new agreement. We are waiting for our back pay. It is our purpose to add this surplus money to our savings, as money is a mighty fine thing for a rainy day. Besides, no one knows what the end of the war will bring forth or when one is to be sick, and it requires a fat purse to be long idle.

Bros. Allen and James Gammon are rapidly recovering, the former from a fractured leg and the latter from injuries to his head, sustained in a recent accident.

The first of our series of ball games with Div. No. 448 was won by Div. No. 22 in a score of 4 to 2. The general efficient playing of Div. No. 22 deserved the victory. Our Springfield boys brought down a good band, but Worcester had the ball team. President Pete Rooney predicts the same results on the 10th of August, when we visit Springfield. There is a close fraternal spirit between Divs. Nos. 448 and 22, and we both always enjoy these inter-changing visits.

Bro. Bart Doyle, recently appointed a guardian of the peace, was the recipient of a purse of money from his many friends, who wish him luck in his new position.

The patrons of the Greenwood street line are wondering what was the previous occupation of Bro. Jerry Merkle.

During the hot wave period many of our boys had their hair cut to the bone.

Some of our convertible car doors require a strong man to operate them.

Complaints are common in our daily press that the carrying facilities of our company are wholly inadequate to accommodate the people. Traffic handled by this company thus far this season comes very near making a record. Sundays and holidays find every available car in service and all packed to the doors. It is the opinion that the company will soon be compelled to add new cars to the service. Worcester is growing and its extended growth must necessarily require the attention of our company very soon.

Now is the time to prepare for our part in the coming Labor Day celebration. Let's make a better showing than last year. 22.

## WILL PARADE LABOR DAY.

**Rochester, N. Y.**—Well attended meetings are now characteristic of Div. No. 282.

Our local has increased the pay of our officers. We are now paying our Business Agent, who is also Financial Secretary, \$35 per week; Recording Secretary, \$15 per month, and Executive Board members, \$4 per day for service time. The increase, our membership believe, is justified from increased work, the times and efficiency of our officers. Business Agent J. J. O'Sullivan has his work so systematized and so well in hand that our executive board is called upon to lose time not more than two or three times in a year.

Three delegates will represent Div. 282 at the State F. of L. convention that is called to meet at Glens Falls, Aug. 22. The Federation has done excellent work in the past.

Labor Day parade preparations are under way here. Our local, with band, will participate, as usual.

Hot weather has added to make exceptional shortage of men here, and our company has been at its wits end to keep up the regular service. Our munitions factories are booming.

The recent deaths of two popular members of our local have left their shade of sadness. Bro. James E. Schuford, 57 years of age, a charter member of Div. 282, and 25 years with the company, passed away the evening of July 8 after working his run during the day. He is survived by his widow and grownup children. Bro. Patrick Murphy, a patient sufferer from illness for nearly two years, died, leaving a wide circle of friends to mourn his departure.

Funds for the building of our Labor Temple are now nearly all paid and it is expected the laying of the cornerstone will take place on Labor Day.

President Emanuel Koveliski of the Central Trades and Labor Council, and known to delegates of our last convention as the "live wire" leader of the labor movement of this city, was recently re-elected for the ninth term as president of the Council. We feel that until we can do better, we will not turn him down.

The company is fast remodeling cars into the P. A. Y. E. type. It is expected within another year all will be so equipped. 582.

## WILL CLOSE WINTER VESTIBULES.

**Lexington, Ky.**—The Kentucky Traction and Terminal Company gave a three days' outing here to the employees and their families, which was enjoyed very much, and instead of going up the river this year it was changed to down the river, except the first day. The only difference was on the trip up the river we were allowed about thirty minutes on land and the trip down the river we were not allowed to get off the boat. This was enjoyed very much on account of the new scenery down the river and having been over the same scene up the river three or four times.

A committee from the local here secured a date with Mr. F. W. Bacon for Friday, July 28th, but on account of Mr. Bacon being busy they interviewed Mr. Bush, superintendent of transportation, in regard to closing up the front vestibule. The vestibule now is closed in front and on one side with a door. Mr. Bush assured the committee that the other side would be closed with the coming of cold weather. This side will be closed part of the way up with wood, leaving a space at the top to insert a glass in winter, and in summer the glass can be taken out, giving plenty of air. The committee also made other suggestions of change in the front vestibule, and Mr. Bush assured them that he would look into the matter and have it taken care of.

Bro. Ora Jacobs is on the job again after being laid up a week with a sore shin, which he cut while cutting the grass in his front yard. During this time Bro. Ora could be seen in his auto driving out through the country looking for blackberries.

Bro. H. L. Grimes is back on the job after a three weeks' illness. 639.

## DIMMER LAW VIOLATED.

**Fall River, Mass.**—The annual outing of Div. No. 174 was held July 12 at Mantasket Beach. Our members and lady friends filled two cars. The start was made at 7 o'clock in the morning. Five hours were spent at the Beach. We wish to convey thanks to our brothers of Brockton who piloted our cars on that end of the line. Some wonder, however, whether the inspector at the Beach ever wore the button. The character of courtesy he extended to us, if continued to others, will soon put him on his way.

Bros. Captain F. Mayall, Farmer Chase, Dennis Shea, Foreman Fletcher and Bill Shea recently went on a cruise in the "Neversink" to Rocky Point and surrounding places. It rained nearly every day but otherwise the cruise was not marred.

Baseball and other games were enjoyed by a party who on July 19 took a trip to Rocky Point. A shore dinner, bathing and other luxuries were indulged.

Bros. Quinton, Grimes, Barbell and Flannery recently missed their holds on the running board and did the steam roller act in the street. They are all convalescent.

Bros. Hartley and Flannery were recently hit with automobiles while collecting fares from the running board. Bro. Flannery's coat was completely torn from his back. Bro. Hartley was picked up unconscious.

Bro. F. Lynch is in the hospital with a broken leg and ankle caused by being knocked from the running board by an unmanageable horse.

There is a law in Massachusetts requiring vehicles to carry a light to be seen fifty feet away at night. It is not being complied with. Also the dimmer law is being violated. 174.

**"DETECTIVE" NOW IN TORONTO.**

**St. John, W. B.**—The regular meeting of Div. 663, held in two sessions July 19, was very well attended at both sessions, nearly every member being on deck. Several applicants were initiated and added to the roll. The sick committee listed Bro. Robt. Scott as the only one on the sick list.

July 20 we held our annual moonlight excursion to Crystal Beach. The big steamer May Queen was crowded to her capacity. The City Cornet Band rendered choice selections of music during the trip. On the trip down the river a heavy fog set in and the boat had to anchor in the Bay for the night. All enjoyed themselves, however, and voiced the opinion that it was the best of the season. The committee, comprising Barney Knealand, Walter Colwell, Thomas Cosgrove and Z. Toole, the latter chairman, are to be congratulated on the able manner in which they conducted the affair. President C. B. McLean and others rendered valuable assistance on the boat.

We note that our old friend (?) Victor Tichbourne, has bobbed up again, this time in Toronto, where he is training for a motorman. We have not forgotten Victor, and possibly he remembers us. We don't know that his record for getting out of St. John has ever been broken. Mr. V. Tichbourne admitted under oath before the board of arbitration here that he was a detective of the Thiel Detective Agency. We were just organized and Victor endeavored to show his "detective" ability. He did not stay long enough in St. John to let the people show how much he was appreciated. It was rude in him to leave town so suddenly. We would request the boys of Toronto to get a good snapshot of Victor for publication in the M. & C.

We trust the motorman who goes out to E. St. John at night does not get caught in any heavy showers.

Keep up the good attendance at meetings.  
663.

**CONGRATULATE BOSTON.**

**Salem, W. H.**—We of Div. No. 595 extend congratulations to Div. No. 589, Boston, Mass., and to our I. P. upon their success in effecting the local's new wage agreement, through which a splendid increase in wages was brought to the members. Also, to President Mahon and his associates of the Boston local who so successfully assisted the Portland, Me., E. R. men to become a part of our helpful organization.

Bro. B. Avery has returned from a recent visit to his parents at Plum Island.

Recording Secretary Murray has returned to work after recovering from injuries sustained in a recent accident in which, by coming in contact with a tree while working on the running board, he was knocked to the ground.

From his size and the fact that he is a lover of delicious apples, Foreman O. N. Crook of the Pelham carn barn, stands well with the boys.

Bro. Flynn is filling in at the Newburyport barn during the absence of Bro. Bennett, who is sick.

Bros. Ben Little and C. Y. Adam have returned to their cars after recovering from recent illnesses.

We are having the assistance of an international officer in the case resultant from the dismissal of Bro. Bailey. We are requesting his reinstatement.

Bro. Dan Flynn has moved up a notch in social responsibility. He recently became a proud and happy father.  
595.

**THREE CENTS PER HOUR INCREASE**

**Ottawa, Ont.**—Div. No. 279 has at last effected the 9-hour day with a 3 cents per hour increase in wages. Our new agreement seems to be working out very satisfactory. Our spare men, of course, got the best of the deal, as more than one hundred men are now working nine hours, who, before the agreement, were working a six-hour day. We are now

95% organized. The man who is not wearing the button, from all accounts, is being reminded of it.

Arrangements were complete for our annual moonlight up the river, Aug. 1, when the disappointing news reached us that the Steamer G. B. Green had burned. Nearly 500 tickets had been sold and as no other boat was available our committee is arranging to substitute a dance for the excursion. For lives were lost in the burning of the excursion boat.

Call for the Dominion Trades Congress Convention has been received. Delegate nominations will take place at our next regular meeting. The labor men of Ottawa will go to the convention armed to the teeth with inducements to land the following convention for our city, and we will send the best from our local.  
279.

**McMORROW AT CINCINNATI.**

**Cincinnati, Ohio.**—At the meeting of Div. No. 627 held July 20, G. E. B. Member Edw. McMorrow, who assisted in negotiating our new three-year agreement, was present and had the pleasure of administering the obligation to sixty applicants of the seventy-five platform men who up to that time were not members of our organization. In the near future we hope to announce every man operating a car in this city as a member. Bro. McMorrow gave the newly-acquired members a hearty welcome, relating a previous history of the organization and explaining the growth of the different funds of the Association.

Our superintendent of transportation, Mr. Joseph Ostendorf, and Board Member Edw. McMorrow now have it in their hands to work out a condition here whereby this will be a hundred per cent organization. We believe this will be beneficial to the company as well as to the employees, and it is an opportunity for Mr. Ostendorf to make himself exceptionally appreciated by our members. Our boys feel that there is not too much praise to say in behalf of Bro. McMorrow.

At our meeting a feature was the entertainment by our Silver Tone quartet. This quartet is comprised of Walnut Hills, Bros. Wagner, Kunkel, Stamvial and Luechinger, and songs and recitations were highly appreciated. It was the consensus of opinion of our members that our Silver Tone quartet excels others that are traveling around the country drawing much larger salaries.

Great interest was taken this year in the election of delegates to attend the Ohio State Federation of L&L Convention. Of thirteen delegates those successful were Bros. Albert Jones, Walnut Hills, Wm. W. Smith, Clifton, and Richard Cunningham, Brighton Division.

**ALWAYS A DRAWING CARD.**

**Gloucester, Mass.**—July 26th Div. No. 27 held a special meeting in two sessions—one at 8 p. m., the other at 1 a. m. President Poole presided. A large attendance was at both sessions. Bros. Fred Crowley of Lowell and P. F. Sheehan of Brockton, both of the joint conference board, were present and explained the proposed new agreement to be presented to the Bay State R. R. They both gave interesting talks. Bro. Sheehan is always a drawing card with our membership, which shows his work and presence are always appreciated by this local.

Bro. Alfred C. McNamara of the line department, W. A. Evans of the track department and Joseph A. Bowerlin, a motorman, enlisted in Company G. Eighth Massachusetts, and are now doing border duty in El Paso, Tex. We wish them a safe return.

Our renowned artist, Bro. Shad Lane, is again with us for the summer.

Bro. Praderio has underwent an operation for rupture and is improving.

Our summer business is much better than a year ago. The weather hasn't been very encouraging to our large settlement of summer visitors who gather from from all parts of the country. We hope for a change in the weather.  
P. O.

## WILL PUBLISH NAMES.

**Quincy, Mass.**—Extra men of the Quincy boys are just now drawing big wages. Excess time is a factor. Every Friday at 3:30 p. m. the big broad smile is very noticeable. Many new men are being put to work here. Of course they are members of our local now. We are always pleased to pass around union application blanks. Sundry results: ten or twelve new members each meeting to swell the union roll.

"The Scout" would like to see more harmony and the knocking business cut out. Some may mean what they say but there are those very quick to misconstrue even a joke. I intend to go after these stab-in-the-darkers and publish their names, to see what effect it will have in cutting friction.

A small number of our brothers have been asked to walk the carpet. Every man should live up to union ideals and make this one of the best jobs he ever had. Appearance will help. We should make ourselves as clean and smart-looking as possible. If the company would supply a couple of spare suits of overalls for sand car work, shifting cars and work of that kind, it would help. New uniforms soon lose their good appearance when you're bobbed into a few greasy brakes and wet trolley ropes. By the way, the semi's are getting a dry scrub in the way of being cleaned up. Due to the high cost of paint, pumice stone is cheaper than paint.

Bro. John Le Seuir has traded the rear for the front end.

Bro. Eddy Myatt sure is a genius for making time.

Attention is called to the payment of dues. Remember the Titanic couldn't sink. The Panama canal could never be a success. We never can die suddenly and in bad standing. Think it over. It is a serious proposition; at least it would be for those we should leave behind and in whom we are interested.

Bro. Bill Abbott is again on the job after a visit to the old homestead among the hills of Marshfield.

It is suggested that Bro. Roland Batton may be in the trenches somewhere in France. He is on a vacation.

What Shakespeare missed—John Stewart running the front end.

Bros. John Byrne and Norman McIntyre are the best of friends.

A drunken passenger kicked Bro. Edward Harris in the stomach. The kick cost him a twenty-dollar fine.

A suggestion: keep up your attendance at the regular meetings if you would be among the boys who know something. Lots of things are going on up there that you may never hear about.

B. I. D. 253.

## TWO CENTS INCREASE.

**Trenton, N. J.**—Assisted by G. E. B. Member P. J. Shea, our executive board has successfully negotiated a new agreement. The agreement is for three years and inaugurates improved working conditions and 2 cents per hour increase in wage. The new wage rate is 29 cents per hour flat. We will supply the new agreement for publication in the Motorman & Conductor that every member may have a copy with which he shall become familiar. Those who do not receive the M. & C., while there may be many others, the chief reason is that notice of change of address has not been properly made. Brothers not receiving the M. & C. should notify the recording secretary or correspondent, giving name and address and old address, and it will be forwarded for enrollment upon the mailing list.

At our meeting of July 3 officers were installed as follows: President, D. H. Coleman; vice-president, W. V. Pierson; financial secretary, C. H. Gibbs; recording secretary, C. R. Wilson; treasurer, J. McCormick; chairman relief committee, Thomas Umpstead; executive committee, Jerry Ferguson, W. N. Frizzell, A. Wright, Marcus Minton; day conductor, W. Schaffer; night conductor, W. Thornton; delegates to Central Labor Union, David H. Cole-

man, W. N. Frizzell, C. H. Severs; official correspondent, W. Schaffer; inside sentinel (day), C. Stroud; inside sentinel (night), C. A. Keppler; outside sentinel (day), R. Short; outside sentinel (night), E. Sherer; trustees, Charles Bowers, W. V. Pierson and Thomas Umpstead.

At our meeting of July 17 President David H. Coleman resigned, much to the regret of our members. He has our best wishes for success.

At our last meeting it was observed that some of our boys are getting in arrears in dues. They should bear in mind that it takes money to carry out their wishes, that they are enjoying equal wages and conditions with others, and that the recent 2 cent increase in wages, within, one week, more than pays a month's dues.

A newly-created publicity bureau here comprises the presidents of the various local unions and a board of seven members of the Union Labor Council. Its purpose is to present to the public reliable news pertaining to labor controversies. That the truth relative to our recent strike was not better represented in the daily papers, especially the Evening Times, was perhaps due to the reporter not knowing where to look for correct data. The Trade Union Advocate will be especially utilized by the publicity committee. In this way we can enlighten the public upon our conditions and motives.

Vacation season is about at hand. While it will be enjoyed by those excused for that purpose, it will also be enjoyed by our extras who will get the regular run for five, ten or more days.

The re-painting of our cars is appreciated and their better appearance is making an impression on the public.

Bro. Gillen recently presented our local with two handsome banners designed and painted by himself. They are very attractive in our meeting room and will make a good showing in the Labor Day parade and on other special occasions.

Bros. Staddom, McDonald and Stewart, after four to five years as conductors, are now enjoying early straight runs.

Bro. Gerard has received an appointment as mail-carrier in the U. S. service.

Bro. R. Lake has a position with the Trenton Trust & Safe Deposit Co.

Bro. Stumpo has taken a position at the Taylor Opera House.

W. C. S.

## ARE GETTING IN FULL DAYS.

**Niagara Falls, N. Y.**—This branch of the big Buffalo local is moving along very smoothly. We have the largest extra board in years and practically every man has the opportunity of a full day's work each day.

Our Niagara Gorge and Canadian Divisions are enjoying good business this year.

President Frank O'Shea, who is one of our bunch, is deeply interested in the strike on the Buffalo & Southern, a branch of our local. He is kept quite busy with that proposition. It has been on several days. Bro. O'Shea has been called upon to debate the question of that strike with some very intelligent attorneys, with whom he has held his own and showed himself to be the goods.

Bros. Gus Zabel, A. Rea, John Burdick and R. Morris, our so-called sports, are enjoying themselves these days at the close of their day's work by taking a cooling spin in their autos.

Bro. Walter Wheeler and wife are spending their vacation at Milton, Ont.

Bro. John McKenzie is at his home suffering with a severe attack of rheumatism.

Bro. C. Lyson is reported fond of the circus.

Bro. Harry Lewyn of our Canadian side contingent, who some months ago went to the front to fight for his country, occasionally lets the boys know that he is alive and in good health. Bro. Lewyn ever since he has been gone has paid his dues as promptly as though he were here working upon his car. He has the best wishes of a multitude of devoted friends for his safe return.

A. M.



## DON'T FORGET!

**Derby, Conn.**—The president of Div. No. 469 specially requests that all members of the local attend our meeting to be held the evening of the second Monday in September. Don't forget.

Our company has constructed a new loop that cars now go up North Main St. and return by Fourth and Liberty, making a one-way traffic.

Our recent run "bid-in" brought many changes. Noticeable is that of Robt. McNish. Bob is now seen on a Waterbury run.

The heavy Fourth of July traffic here was met without an accident. Another large day will be Labor Day, and let us trust we may pass that day with the same record. You know, we have a common interest with the company in avoiding accidents. Also we are morally responsible if we in the least contribute to an accident by any negligence, inattention or unwarranted over-effort. For instance, there is nothing to be gained by running too closely behind another car. Our conductors should not fall of proper caution.

Bro. John Condon occasionally visits New Haven.

Bro. Jerry Foley is on the sick list.

Bro. Clark and an estimable young lady were recently married. Best wishes.

Bro. Andrews has purchased a little Ford.

Bro. Barney Levey is contemplating the purchase of another 12-family tenement.

Bro. Harry Dranoff recently sustained bruises by being knocked from the running board of an auto truck.

Bro. James O'Rourke has purchased a new talking machine to help out.

A certain brother will kindly accept as a suggestion that it doesn't look well to hold hands with lady friends even though they are riding on next to the back seat. I am not at all green-eyed, but as correspondent I control sufficient space here for publicity. Cut it out.

Bro. Schussler is popular on Foundry Hill and also likes the Wakelee Avenue run because of Thursday evening's band concerts.

Bro. Jacques Solomon is to wear high-heeled shoes.

Bros. Harry Arrick and Pat Marrow journey along together.

Bro. Trichman is again on the cars.

Bro. Ferro is to spend his vacation in New York.

Bill Thomas is a regular visitor to Meriden. New signs on our cars are an improvement. Orders for eggs can be placed with Bro. Brassell. 469.

## CASUALTIES REGARDED LIGHT.

**Toronto, Ont.**—Letters from the seat of war in Europe show that members of Div. No. 113 are displaying gratifying courage on the firing line—the same courage for which they were noted in the Trade Union Movement. They seem to be under a lucky star. To date, but eleven have been killed and some fifty wounded of over seven hundred enlisted. The casualties are regarded as light.

Victor Tichbourne of St. Johns "detective" notoriety was taken on here and trained several days for motorman. Our grievance committee placed all the facts of Tichbourne's St. Johns experiences before our manager. Tichbourne was present and heard all that was said. Our management evidently regarded him not up to the standard of men wanted here, as he has not been seen on the cars since. We hear, however, that he secured an appointment as letter-carrier. If true we do not envy the letter-carriers.

At a regular meeting of Div. No. 113, Aug. 1, occurred installation of officers. Past Pres. Harry C. Johnston installed the officers and congratulated the local upon their selection. Congratulations were in order. The local extended a vote of thanks to Bro. Johnston for the able manner in which he installed the officers and extended to him and Mrs. Johnston congratulations and best wishes for their future. Bro. Johnston was recently married to

Miss Maud Coles eldest daughter of Bro. John Coles former board member of Div. No. 113. The young couple have the best wishes of the entire membership.

Our membership contest is being closely pursued at the various barns. No telling yet who will win the prizes offered by the local. Get busy boys and get all the new men on the road in before Labor Day.

Our Trades and Labor Council has decided to have no Labor Day parade in Toronto this year. This is due to so many members having gone overseas to fight the battles of the Empire. Div. No. 113 will wear badges as in former years to show that although seven hundred of our members are fighting overseas for our country's colors, those who have taken their places are staunch in keeping up the organization in their absence.

Sunday, July 31, the temperature in Toronto went over the hundred mark, and motormen and conductors suffered from having to wear their heavy coats. Many of the men removed their coats but were ordered to put them on by the inspectors. Some obeyed and some did not. On Monday morning the matter was taken up with the Traffic Superintendent and permission was granted for the men to remove their coats in future on warm days, but men will be expected to be neat, and not remove collars or ties. This is a privilege that the men have long been wanting, and they are pleased that the management saw fit to grant it.

A message was received by the wife of Bro. E. F. H. Bailey that Bro. Bailey had died of wounds on July 20, somewhere in France. On August 1 the Division received a letter from Bro. Bailey which had been written on July 14. It was like a message from the dead. Bro. Bailey stated in his letter that he had been thirty-six days in the trenches. He was confident of the success of the Allies and said that he hoped to be back in Toronto by Christmas.

The football team is rounding into form and the team that beats them from now on will have to go some. The boys played a good game on Saturday under the circumstances, and every person present said that they looked very neat in their new jerseys. Farmer.

## PRACTICE UNION PRINCIPLES.

**Salem, Mass.**—Meetings of Div. No. 246 seem quite well attended but there is room not getting their money's worth. The place to but at the meeting. They are usually the ones who do a great deal of talking about not getting their money's worth. The place to put up that kind of talk is at the meeting.

Executive Board Member Timothy J. Horgan and Bro. Andrew Boles have deserted the bachelor's club and they're receiving congratulations.

Bro. M. J. Dunleavy's boat was recently stolen, evidently for a purpose, as it was later found somewhere at Rial Side, Beverly.

At this time, as important affairs of our Association are in the hands of the officers, the best way to help is to give the officers our loyal and unselfish support. Remember, there is much being expected and our officers will be able to obtain more of what we are after if they are sure we are behind them.

It has been noised about that certain of our members are patronizing non-union restaurants and barber shops. Keep out of all such places and if possible leave your money where we are in duty bound to leave it, and live up to our obligation and practice union principles. That also applies to the jitney busses as was a success. Much good talent was displayed a union button.

The recent smoke talk of the Trolley Men's Penny Aid of Webb St., Wenham and Essex was a success. Much good talent was displayed by the entertainers. Dues in the Aid are well-spent and of help in times of need to keep the body and soul together for those unfortunate in becoming sick.

Bro. Larry Haverty is the newest of inspectors. Larry makes a good showing.

R. E. X.

## PLEASED WITH PRESIDENT'S SUCCESS.

**New Orleans, La.**—We are more than glad to hear of our worthy president, Ben Commons, doing such noble work in lifting up labor to so much better conditions. Sorry to hear of his terrible experience with things at Memphis, but he is a good stickler and full of determination and grit and is not to be bluffed.

Bro. Albert Morris of the Algiers Ry. & Light Co., recently met with a severe accident from which he sustained serious injuries. He is now recovering.

Bro. Leon Serpass recently met with a severe accident in which he sustained injury to one arm. He is recuperating.

The Algiers Ry. & Light Co. has not yet signed the agreement with its employees owing to the company having recently gone into the hands of receivers.

A pretty wedding took place recently at the residence of Bro. Charles Swiler, it being the marriage of his charming daughter, Miss Elizabeth, to a very promising young man, Mr. Charles Mendel. Good luck to them both.

Our division recently sent to the state legislature at Baton Rouge, La. Vice-President Claude Reller and Bros. Edwin Peyroux and Fred Stadler to try to have the anti-spotter and sand car bills passed. They also tendered their support to other labor measures.

Bro. Tom Wolfe, Sr., the oldest employe on the Hy Clay Ave. line, has left us to go on the suburban Shrewsbury loop.

Our local has authorized Secretary Leon Gauthier to communicate with International President W. D. Mahon and have him pay us a personal visit to settle some disputes relative to barn seniority.

On July 1st we received a raise of one-fourth of a cent per hour, according to our five-year contract with the N. O. Ry. & Light Co., making a total of 24¼ cents per hour to all carmen at present.

Bro. Joseph M. Drexel died July 4th, 1916. He was a staunch union brother and served as first vice-president and executive board member. We all offer our deepest sympathy to his bereaved family.

The recent untimely death of our late brother, Charles Savoca, extra at the Arabella barn, is mourned by all, and we extend the kindest of sympathy to members of his family.

The jitneys are trying their utmost to operate here again. There is a new company being formed. A committee was appointed from our local to oppose them before the commission council.

The Arabella Gymnastic and Library Club gave a grand trolley ride to Eastman's Park, on the Metairie Ridge Loop, July 15th.

The Marigny Barn Club gave a grand reception and dedication to its new club headquarters July 15th.

The Prytonia Barn Social Club gave an enjoyable trolley ride to West End Pavilion July 22nd.

Bro. Allen Coates is about to fall heir to a million dollar estate in Philadelphia, Pa.

Barb.

## HEAVY SUMMER BUSINESS.

**Mars, Pa.**—The summer season is on and many a tired train crew. We have our hands full taking care of the travel to Alameda Park, Wildwood Park and to the numerous picnic spots along the line.

Extensive improvements are under way at Arcadia. The B. & O. R. R. is removing its tracks across the valley and the Call Automatic Switch Co. is building a large plant on the site of the old "fill." The "Short Line" plans to eliminate the "Horseshoe Curve" at this place, which will be a wonderful improvement, and do away with several bad curves.

We had the largest day this 4th in the history of the company, without an accident, which speaks volumes for the principles of "Safety First." Mr. Tennis, our congenial vice-president, has expressed his appreciation of the day's work with a very nice letter,

showing the receipts and business handled in contrast with other years. Much of the success depends on our energetic superintendent, Mr. Fullerton, a railroad man of wide experience, and who is alive to the "kinks" of transportation.

Bro. Geo. Brooks is a partner in the Model Cleaning and Dyeing Works of Reading, Pa., and members of the Association in that territory will gain much by paying him a visit. Bro. C. O. Fry is at Pottsville, Pa., in the same line, same firm, as Bro. Brooks, and we can recommend him also as a true union spirit.

New faces continue to appear and all will be eligible to become one of us.

The company selects only men who are up to their standards as well as the Association. Most of these are men personally acquainted with one or more members of Div. 678.

"Who said Picnic?"

678.

## DON'T DISAPPOINT DEPENDENTS.

**Montpelier, Vt.**—We see newspaper accounts of our brothers in Yonkers, N. Y., going on strike to force the consideration of an application for better wages. We hope they win.

We note that Bro. G. E. Knapp forgot to pay his dues once too often. Some wonder if he considers the loss of insurance or has concluded the benefits are not needed. Our auditors report the books of the local in fine shape and the local congratulates itself upon having two efficient men in Secretary Regan and Treasurer Arey to work as our financiers. Further disclosures come showing that some of our oldest men in the local are the most tardy in keeping themselves in good standing. They should not expect our financial secretary to commit perjury in testifying that they are in good standing should death suddenly overtake them. Any brother in bad standing who upon his death should leave beneficiaries should have respect enough for the Association to advise his wife or dependents that they should not expect any benefits from the Association on account of his arrearage; then they will not be so seriously disappointed when such information comes to them in an hour of bereavement.

Our Shadow recently skipped off to a little mountain church surrounded by a well-kept cemetery where lie the remains of long-lamented ancestors, and there got married. The knot was tied under a very pretty arch of flowers constructed by friends of the bride. Best wishes, Vinol, for a long and happy life.

Ed Docherty, Geo. Howe and J. Sexton are on the sick list but are improving.

Rizie's uncle gave him a cow. That is the reason he is losing time enough cutting hay to buy two cows. Some haymaker, anyhow.

Sincere sympathy of the local is extended to Bro. Sweeney and family in the recent death of his sister.

242.

## WILL ARBITRATE.

**San Francisco, Cal.**—I recently came near being mobbed for making an uncomplimentary remark regarding correspondence news in the M. & C. charging that there was too much local election news. But I changed my mind and here goes. At a recent election with the municipal car barn boys there were elected the following: War-horse—G. Ferguson re-elected as the head of Div. No. 687; smoky—J. McCarthy re-elected to keep the minutes; foxy—R. Plunkett to collect all dues in the future; honest and dry—W. Nell, to whom is to be entrusted the cash; tall and wet—W. Honen to represent us at the San Francisco Labor Council and the rest of our officers are high class.

Among our membership we have friends and admirers of such men as Woodrow Wilson, Chas. Evans Hughes, Teddy Roosevelt, Henry Ford, W. J. Bryan, General Trevino, Villa, Caranza, Carnegie, Pershing, Bell and Funston of old fame—Pasig river swimming fame and San Francisco unwhipped mobbed fame. But let's stop. This is enough of those ill-fame. To be continued.

P. E. W.

## COMPANY STILL AGITATING.

**Indianapolis, Ind.**—There is nothing like continued and vigorous agitation; at least that seems long since to have become a conclusion of the management of our Street Railway Company. Our Company has been consistent in keeping up good lived agitation here. Ever since we were organized it has added to our zest and proved extremely a palliative condiment in the food of our organization life. In fact it has been a vitalizer.

Shortly after handing down of the award which constituted our legitimate agreement and which obtained the approval of the Company before it was issued as an award, the Company drafted a new, so-called service agreement. This new agreement was a sort of re-vamping of the award approved of by Mr. Latta, the Company's attorney. It was a product of afterthought and designed to contain the omissions and commissions of the original draft. This so-called service contract was thrust upon the men April 22, 1914. All new men were required to sign it in order to obtain employment and the Company's officials used coercive methods to compel others to sign it. It was signed to a considerable extent and was used to supplant the original agreement guaranteed by the governor of Indiana and the U. S. Labor Department. In this so-called individual service agreement the Public Service Commission of Indiana was utilized even in the face of the fact that the Commission's creator, the Governor, had guaranteed the integrity of our agreement.

Of course, this so-called service agreement is now undergoing the test of injunction proceedings in appeal in the Federal Court. It must be a severe test, as the Federal Court has not yet seen its way clear to render a decision. I might add here that, whether it is the real purpose of the Federal Court or not, in delaying its decision to assist the company, it is in effect carrying out the plan to that end so far as it is possible with the court. Personally, I am confident that if the situation was reversed the decision would have been long since handed down.

Taking advantage of this delay, the company, on July 5th, applied what appears to be its last degree feature. It handed out to the motormen and conductors what it was pleased to term a supplement to its so-called service agreement in which it fixes wages beginning with Jan. 1, 1917, at: For first year service men, 25c per hour; second year, 24c; third year, 25c; fourth year, 26c; fifth year, 27c; sixth year, 28c; seventh year, 29c; eighth and thereafter, 30c per hour. This proposed increase is 1c per hour increase for first five years' service men, 2c per hour to sixth year service men and 3c per hour to those of seven or more years of service. The conditions under which this increase is to be accepted provide that the rates shall continue for the years of 1917-18-19-20 and 21. Five long years without change unless the company should see fit to reduce the rates during any of those years, and there is nothing in the so-called service contract that would prohibit the company from reducing the wages at any time it sees fit, as without organization the men would be helpless. At the end of the five years all the men in the service of the company of less than six years service would be receiving 1c per hour more than by the present wage scale. This wage rate doesn't compare well with the wage rates prevailing in other organized cities of like street railway service facilities. Fortunately, there are not so many men signing this supplement agreement as had previously signed the so-called service agreement, as the rates of wage are not an incentive.

G. E. B. Member Magnus Sinclair recently attended two of our meetings and has advised with us upon our situation.

It is with sincere regret that we are compelled to announce the recent death of the estimable wife of Bro. Jos. S. Logsdon. Bro. Logsdon has the sincere sympathy of our members.

Place property for sale in the hands of Bro. Chas. I. Noel.

Bro. W. J. Lewis is suffering from injuries sustained in a recent accident.

A fine boy has put in an appearance in the home of Bro. and Mrs. Lloyd Miller.

Secretary Kilbourn reports that batching does not appeal to him.

Bro. Reece Rice is again confined to his bed.

Bro. Wm. J. Blitts and family are quarantined, two children having infantile paralysis, but are improving.

Bro. Milan C. Bea has undergone an operation for appendicitis.

The recent death of Bro. Owen C. Darnell caused deep grief to our membership. Resolutions extending sympathy to the bereaved family were adopted by the local.

Agreement time is approaching and every member should be interested and attend all the meetings. Any suggestions will be considered by the committee, so get on the job.

645.

## LABOR DAY PROGRAM COMPLETE.

**Fueblo, Colo.**—Our Labor Day program committee reports the program complete and prospects of proper observance of the day are good.

The death of Bro. H. W. Lakin, which occurred July 16th, took from among us one of our most esteemed members. Very impressive services were held at his funeral. The sermon was by Rev. Jefferies, after which the body was shipped to his old home, Chicago, Ill.

The regular meeting of Div. 662 was held July 11th. Officers were present except Board Members Mink and Tully, Sentinel Hoopwood and Trades Assembly Delegates York and Legler. Applicant W. A. Maxwell was initiated to membership and another application was received, which makes a hundred per cent organization among the old men. Our new men become members within the course of convenient time.

A letter from Bro. Ed. Keller indicates that he is having the time of his life during his vacation swinging a 1,000-pound rock hammer up in the mountains.

Bros. C. A. Turner and J. W. Biggs will represent Div. No. 662 at the Colorado State F. of L. Convention. Bros. Carroll and Baker are alternates.

Bro. Turner and wife are spending their vacation in the mountains fishing.

We have elected Bro. Richmond to the executive board to fill the vacancy occasioned by the resignation of Bro. Mink.

Our Labor Temple prospects are reported good.

C. A. F.

## WILL ARBITRATE.

**Sacramento, Cal.**—At the last regular meeting of Div. No. 256, the report of the executive board was received relative to the reinstatement of Bro. Derr, together with communications from officials of the local street railway company upon the same matter. It was the unanimous sentiment of the members that arbitration was the only satisfactory means of settling the dispute over the discharge of this brother.

Bro. A. H. Burt of the general executive board was present, and advised the members along the lines of arbitration, illustrating by what had been accomplished in different cities in the east, through this means. He created a lively enthusiasm among those present. It was then resolved to have Bro. Burt assist the local to the end that the case be carried to arbitration. At present writing the case is being put in shape for that purpose. What the outcome will be is at this time only a matter of conjecture.

Several communications were received from the parties favoring a wet or dry state, which is to be voted on at the fall election. No action was taken, as this was considered a matter for each member to decide for himself.

256.

## SURVIVED TEMPESTS FOR THIRTY YEARS.

**Alliance, Ohio.**—Div. No. 360, Alliance, Ohio, embraces the employees upon the Alliance City lines, the Stark Electric R. R. and C. A. & N. V. R. R.—the latter two being interurban lines. As you will note by our number we are rather among the older Divisions of the Amalgamated Association, having survived the tempests of time for some thirteen years. Although we have been very little mentioned through the pages of the M. & C., we've experienced our ups and downs; but thanks to some of the staunch-spirited among us we have maintained as a member of the Amalgamated family. We now count in membership every motorman and conductor but one on all three systems. The excuse of that one is that it costs too much.

You have seen it reported that a few weeks ago we obtained an increase in wages amounting to something like \$8,000.00 a year. We couldn't impress our company that we were entitled to this increase until we suspended work for about forty-eight hours. Everything was adjusted, however, and matters are running along very smoothly.

We have changed our meetings to 10 o'clock a. m. and 7 o'clock p. m. every fourth Thursday of the month. We trust this will result in better attendance.

Word to the boys: Since the midnight meetings are cut out, come to the hall and do your kicking there instead of at the bull-pen. Some have not attended a meeting since our recent wage settlement. Now let's see to what extent credit can be gained by absence from the meetings. You know very well that the union got your wages increased. It's our business institution you have profited by. Do you not think that you owe at least two hours of your time each month to your local? Our by-laws say that if you do not attend one of three successive meetings our officers are prohibited from handling any individual grievance that might arise to you. You don't know who will be next. Besides it makes one feel rather good to realize that he is a live wire in the interest of his fellow men. At present surely everything is running smoothly. The way to keep it so running is to attend the meetings and become interested in the affairs of the organization. This is our work in which we are collectively interested and the job can become dignified only as we move collectively. Let us keep our shoulders steadily at the wheel so that our company will not have an opportunity to say we have not done our part in maintaining a good efficient service and effecting a condition by which we can get even better wages than those we now enjoy.

Bro. Ike Mell at this writing is on a two weeks' fishing trip. We are sure we will have a fresh note for publication in our next as Ike is sure to have good luck and is always delighted to tell about it. 360.

## GREETINGS TO MANCHESTER.

**Lawrence, Mass.**—Associated with other locals through our Joint Conference Board, Div. No. 261 is interested in a proposed new agreement that has been completed and passed upon for presentation to our employing company. At our meeting of July 14, held in two sessions, Chairman Fred Crowley and Secretary P. F. Sheehan of the Joint Board were present and explained changes from the old agreement which are desired in the new. The proposed agreement was compiled as approved. Our shop and power house members approved the articles applying to their employment. Our local contributed financial assistance to the Federal Industrial Relations Committee.

We have added five members to our local and all men here are wearing the monthly Association emblem.

Bro. Wm. Riley will represent this local at the Massachusetts State Federation of Labor convention to be held in Springfield Sept. 2.

Bros. Pariseau and Hesport paid a recent visit to Hampton Beach.

Bros. John Bodie and Ed Wright recently spent a week at Salisbury Beach.

Our sick list embraces Bros. Aspin, Smith, Clark, Kuneey, Lake and Libby. All but Bro. Aspin are reported recovering. No change is reported in the condition of Bro. Aspin.

Congratulations to Div. 589, Boston, on their recent settlement.

Our boys are pleased to learn that the Manchester, N. H., boys have organized, and extend greetings to the new local.

## TEAMSTERS WIN STRIKE.

**Winnipeg, Man.**—The Athletic Association held their annual picnic at Selkirk during the past month and a record attendance turned out for the day. Races of all descriptions were on the program and a five-a-side football tournament. If you could feel the atmospheric conditions it would certainly have made one feel like the proverbial Irishman who wanted to get under the water to get away from the rain. It was good to see the boys with their wives and children and some with their sweethearts, enjoying the time in social welfare.

Last month our respected superintendent lost his wife, who was a worthy mother and wife. We extend our heartfelt sympathy to those who are bereaved.

While we are losing members to the war, we are still keeping up the number by getting the new men to join.

The teamsters' strike being settled, Div. 99 has made one more friend in the teamsters by their timely help.

The Arlington street bridge still stands, but no cars go across yet. Safety first, boys. Our sick members are making good, several returning to work lately.

Bros. Ross, Lyons and Sharp have returned from the war after having been wounded.

Two new auditors have been appointed, Bros. Laird and Seaborn, owing to the absence of Bros. Powell and Enwright at the front.

I wonder who was responsible at the military camp at Sevell for the sign, "The Trolley Boys' Home—Pay As You Enter"? Next time Bro. Powell should disguise himself more.

One cannot pass over the able way Bro. Rigg, M. P. P., handled the argumentative side of the Arlington street bridge question. One would have taken Bro. Rigg to have had years of study at street cars, atmospheric conditions and grades. Good luck, Dick, and more power to you. 99.

## IT IS YOUR ORGANIZATION.

**Haverhill, Mass.**—Div. No. 503 has 196 members, plenty of money in the bank, good officers and but one thing lacking—good attendance at meetings. Ask them why, and they reply, "President Rourke is all right, and so long as we have him with us we should worry." That is all very good, but he would be better pleased if you will fill up the hall.

Bros. Thos. Shanley and Alex. Smyth were agreeable visitors who recently addressed a meeting of our boys.

July 17, Chairman Crowley and Secretary Sheehan of our joint conference board were present at our meeting and presented our proposed new agreement, which was approved. We wish them good luck. They are both good speakers.

Are those who hold meetings at the transfer station on the level?

Will certain members hold meetings in a non-union barber shop when cooler weather comes?

Is there sufficient in one bottle of beer to incite a member to disturb a meeting?

What did the policeman think?

Will our president think we are with him if we do not attend the meetings?

Remember, brothers, this is your organization. You cannot run it at home in an easy chair on meeting night. Your place is at the meeting. Come out. Byfield.

## APPOINTED TO IMMIGRATION SERVICE.

**Lowell, Mass.**—At a special meeting of Div. No. 280, held July 12, President P. F. Sheehan of the Brockton Local, gave a very interesting talk and read to us the proposed new agreement to be presented to the company this fall. The provisions regarding increase in wages and working conditions were satisfactory to us.

Bro. Thomas W. Cunningham has received appointment as an immigration inspector in the immigration service at Detroit, Mich. The appointment comes from Washington, D. C. Bro. Cunningham was one of twelve young men of Lowell who took the examination. Similar examinations were held in all parts of the country. Bro. Cunningham was tenth on the list and seven of the nine who were ahead of him were on the preference list, so he was, in reality, third on the list.

When Division 280 was organized he was elected secretary, and was always actively identified with the Local. He has held every position up to presidency. He represented the Local at the joint conference board in Boston for three years, secretary for two years, also represented the Local at two national conventions. On the eve of his departure the brother members presented him with a handsome black walrus traveling bag and our best wishes.

July 12 employees and former employees of the old Lynn & Boston R. R. Co. to the number of fifty spent a day at Lakeview Park as guests of H. E. Farrington, superintendent of the local division. The outing was in charge of Lyman D. Packard, who is now at the navy yard. Cigars were presented to the men by J. C. Ellis, superintendent of the Chelsea division, also by our superintendent.

O. H. A.

## OBTAIN SPLENDID AGREEMENT.

**Joliet, Ill.**—The executive board of Div. No. 228 under the capable leadership of International Vice-President W. S. McClenathan succeeded in negotiating a very fine new agreement extending over a period of three years between the C. & J. Co. and our local. A new feature of the agreement is that embracing the barn and shopmen under which their wage conditions are greatly improved.

Bro. Frank Rohmer is now a director in a new printing company known as the S. F. Kirsch Co. Inc.

July was an exceptionally busy month. The weather was fine and all trades largely contributed to the company's prosperity.

Our local expresses sincere regret at the death of the infant daughter of Bro. and Mrs. Don Streeter, to whom is extended our profound sympathy.

We are delighted with the advent of a new labor paper known as the Joliet Tribune, which has the endorsement of the T. & L. Council. Editor W. B. Porter of the Rockford Labor News is the editor of the new publication.

228.

## CONGRATULATE NEW YORK.

**New Haven, Conn.**—Continuous hot weather is becoming perplexing.

The last meeting of Div. No. 281 had a falling off in attendance. This undoubtedly was due largely to the disagreeably hot weather which we expect will be much modified by the time our next meeting rolls around.

Our meetings are held once each month the date being that of the first Friday of the month. As we meet but once a month there can be little excuse in the future for our meetings not to be well-attended. True there is no wage question nor matter of working conditions of a contract nature to be settled. Our agreement is made. But there is yet business for us and it is our duty to keep our organization as full of life as well-attended meetings will produce. Our officers have our affairs to look after and they deserve your at-

tendance at meetings and your suggestion; and it is a good place to find out just what is going on. Lets not forget the first Friday of each month is the meeting night of Div. No. 281. Don't forget.

Div. No. 281 congratulates the New York City street railway men in their determined effort to organize and everything indicates that they will be successful.

C. P.

## TROLLEYMEN LEAVE FOR THE FRONT.

**Hartford, Conn.**—The President's call for the State Militia to guard the Mexican border has resulted in a number of our members changing the trolleyman's uniform for the khaki suit. Brothers O'Meara and Houlihan paid a visit to the mobilization camp at Niantic to see that the boys from Division 425 had every comfort and were properly looked after. They became so much interested that the last train for home left without them, necessitating a night's stop in Niantic. That our boys may be protected amid all dangers and return to us safely is the heartfelt wish of every member of Division No. 425.

Bro. Thomas Keever, of New Britain, is in St. Francis Hospital.

Bro. Hummel, of New Britain, who was hurt in a recent accident, is recovering, and will be back on duty before long.

Bro. William Doherty, of New Britain, is considered some artist.

Bro. George Rempp is spending his vacation at Block Island.

Bros. Leslie Archibald and James Williamson are spending their vacations at St. George, New Brunswick.

Bro. Patrick Williams made a recent visit to Boston and Nantasket Beach.

Foreman William Melavey is now in Boston on his vacation.

425.

## BUT LITTLE COMPLAINT.

**Waterbury, Conn.**—Pres. L. H. Luth of Div. No. 570 reports everything running evenly. There is but very little complaint.

Our members are of the opinion that the straight traffic system is the best. It is far more agreeable than the old swing system.

Bro. Wm. Scully, the motorman with the black mustache, has a reputation as a joke slinger.

Bro. Dave Scully, our genial board member, is enjoying the fresh morning air on the Cheshire extra.

Bro. Fred Rogers has received the appointment of night-starter.

Bro. Miller, recently acting inspector, has received the appointment as car-starter at the barn.

Many changes occurred at our last bid-in of runs. Among the changes made were those of Bros. Thomas Cotter and Walter Large who left the Medbury line to take a run on the Thomaston line.

570.

## HAVE NEW BUSINESS AGENT.

**Oswego, N. Y.**—The July meeting of Div. No. 681 was held Saturday evening, July 25, and was well attended. The resignation of our business agent, Bro. Oralgie, who has been appointed inspector, called forth his friends and the hall was well filled. Many fitting remarks were made in his behalf.

Our president, Bro. Henry Matott, who recently underwent an operation at the hospital is at home again, improving nicely but rather slowly.

The right man in the right place is Bro. Robert Longyear, our new business agent.

A safe man with the cash is Bro. Summer Finster, our new treasurer.

Three months past and our working agreement not signed yet. "Watchful waiting."

Prize winners on the Erie line are Bros. Long and Brown—new uniforms.

Bro. Larkin's summer squash is doing fine—crop all sold.

JOC.

## RECEIVED BACK PAY.

**Pittsfield, Mass.**—All things are working out well with Div. No. 496. We have received our back pay due from our recent increase in wages. Now those getting \$21 per week feel that a day's rest can occasionally be taken without serious loss.

We have with us a professional ballplayer, Bro. Wilfred Tucker Guest, the spry little shortstop who was so cruelly spiked in Holyoke two years ago.

Bro. Martin Savage was recently married to an estimable young lady. They received a substantial wedding present from the boys as a slight measure of esteem and well wishes.

We have voted for straight time here and it is installed.

Several cars have passed over the line to Huntington on their way to Springfield. That sounds good. Town people along the line in their impatience are taking steps to have the line operated through to the terminal at the earliest possible date.

We are now experimenting with three prepayment cars. We trust the people will become accustomed to them.

Bro. Jos. Jette will be in the ranks of married men by the time this is in print.

Bro. Leone Arey is at home from the hospital, where he sustained a successful operation for hernia.

Bro. Hook Keefner has gone south for the winter, accompanied by Bro. Art Arey.

Bros. Wm. McCarthy and J. Gough are again operating the parlor car.

Bro. Nichols has resigned. Hasty words often make repentance a penance.

Bro. Clark has returned to work after years of absence.

Bro. Bennett recently had his alarm clock repaired.

Assistant Superintendent McDonald has returned to the job after a fishing trip to Nova Scotia waters. 496.

## TWO CENTS PER HOUR INCREASE.

**Danbury, Conn.**—Our old agreement expired May 1 and the executive board drew up a new agreement which was approved and presented to the company. The company would not accept it, but would arbitrate. The Association chose Warren Lewis of New London, the company chose Isalah Terry of Bethel. For third arbitrator, ex-Senator Wm. P. Bailey of Bethel, was chosen. Arbitration extended over two weeks. We came out with better conditions and more pay. Under the old agreement we received 22 cents an hour for first six months men and 26 cents thereafter. The new agreement calls for 24 cents an hour for first six months men and 28 cents thereafter, an increase of 2 cents an hour.

Some of the men were only working six hours and 40 minutes a day. Under the new agreement all runs will consist of 9 hours a day with 5 cents an hour for overtime.

The Division was assisted by International Vice-President P. J. O'Brien, who gave some very valuable assistance.

Some of the boys felt so happy over the arbitration award they had a clambake at Lake Kenosia to celebrate the event.

Div. 269.

## INSTALLING TWELVE NEW CARS.

**Salem, N. H.**—Our company has ordered, and which are now under construction, twelve semi-convertible cars, and they will soon be installed in service here.

Bro. Delaw recently enjoyed a short vacation at Camelia Lake.

President Berry of our local has succeeded in obtaining an adjustment in the case of Bro. Bailey, whose recent dismissal we regarded as unjustified. Bro. Bailey was returned to work with pay for lost time.

Upon the recent death of Bro. John Eaton Div. No. 595 passed resolutions extending sincere sympathy to the bereaved family. Bro.

Eaton was a respected member of our local, who after a long and severe illness passed away, and in whose death we recognized the loss of an efficient employee of the company and a devoted member of our organization. 595.

## OLD-TIMERS COME BACK.

**Columbia, S. C.**—Div. No. 590 is enjoying well attended meetings. Some of our old-time stayaways are now attending meetings regularly. Our meetings are being called to order on time. It pays. Bro. J. P. D. has attended the last three meetings, which shows he is getting the habit again. Good. I honestly believe Bro. Rufus will get in the notion, too.

We have one of the best Central Labor Councils in the state. When our C. L. U. committee goes after anything they generally bring it in.

Bro. Blrt has returned from a visit to his home in Bariwell county. - Nothing like eating mother's cooking.

Our affairs with the company are running smoothly. There is very little complaint either way. Dlareg.

## DIV. NO. 279, OTTAWA, ONT., AGREEMENT.

THIS AGREEMENT, entered into the tenth day of July, A. D. one thousand nine hundred and sixteen, between THE OTTAWA ELECTRIC RAILWAY, hereinafter called "the Company," party of the first part, and THE MOTOMEN, CONDUCTORS, SHOP AND SHED MEN employed by the said Company, represented by the parties who sign this Agreement, parties of the second part,

WITNESSETH, That for the purpose of enabling harmonious operation of the Company's system for the period hereinafter set out, the parties hereto mutually agree as follows, that is to say:

1. The Company agrees that its General Superintendent or Acting Superintendent will receive a committee of the parties of the second part, hereinafter called the "Grievance Committee," at any reasonable time to discuss any matters which may arise and which may appear to be not provided for by this agreement.

2. For Motormen and Conductors, all runs shall be divided into regular relief runs, and shall conform as nearly as possible to a nine-hour day.

3. The Superintendent of the Company will prepare as soon as possible and post in the men's waiting-room, a list of employees in order of seniority, together with a schedule of runs. Motormen and conductors shall then have the right, subject always to the satisfaction of the Superintendent, to choose such runs as they may prefer, the senior men on the list to have first choice and so on from time to time until all have chosen. Any man failing to make his choice within a time satisfactory to the Superintendent shall forfeit his right to make such choice and may be allotted to such route as the Superintendent may think proper.

4. Employees who are members of any committee of the employees or who are officers of any Association of the employees, or delegates to Convention of Street Railway Men shall be entitled to leave of absence for the purpose of attending Conventions or of doing such committee work or other work as may be necessary, without losing any privilege of seniority.

5. Clothing for Conductors and Motormen shall consist as follows:

Summer—Full suit, coat, vest and trousers.

Winter—Trousers every year, overcoat every second year.

All conductors and motormen must be so provided, the Company to pay full cost of such clothing for all men in service over one year, and half the cost of those in their service first year, said uniforms to be supplied not later than first of May and fifteenth of October in each year. After any article of clothing has been in the possession of a conductor or motor-



man for a period of three months, it shall become his absolute property.

All uniform caps and badges will be supplied by the Company without charge.

6. In the case of an employee being guilty of violating the rules of the Company, he shall be warned, when off duty, by the Superintendent, against the recurrence of the same offense, and in the event of the employee being suspended his case shall be dealt with by the Superintendent, save that any employee suspended or discharged shall have the right to appeal to the President in person, or through the Grievance Committee of the employees, and any employee suspended or discharged and who, upon investigation, is found not guilty of sufficient cause to warrant such suspension or discharge, shall be reinstated to his former position and be paid in full for all lost time caused by such suspension or discharge.

7. That cars shall be sent out each morning and night for the purpose of conveying employees to and from their work. Said cars to be run on Somerset Bank, Hull, St. Patrick, Sussex and Gladstone lines.

8. The Company shall, where practicable and subject to regulations of the Company, provide suitable seats for motormen and conductors on all cars, and where seats of a fixed design are used, said seats shall be placed in a position where convenient for motormen and conductors' use in the proper discharge of their duty.

9. All cars shall be equipped each morning before taken out, with sand, switch bars, brooms, dusters, or any other necessary articles, and all cars, cushions and windows shall be cleaned and in proper condition to go upon the street each morning, said equipping and cleaning of cars to be done by shed men employed for that purpose.

10. Employees shall be given free transportation at all times and on all lines of the Ottawa Electric Railway.

11. That the Company will not call on any conductor or motorman to perform extra work in excess of his regular schedule day's work of nine hours, except in cases of necessity. Men will not be expected to work beyond a full day's work unless they are agreeable to do so.

12. Motormen and conductors who consent to run extras or trippers before or after day's work shall be paid double time for same.

13. All spare men who show up at the shed for work at six o'clock in the morning or six o'clock in the evening and who fail to procure work shall be allowed one hour for so turning up at either morning or evening.

14. Any shop or shed man who works upon a Sunday and who gives at least one day's notice of his desire to be allowed off for one day during that week, shall be so allowed, or if practicable in the opinion of the Superintendent.

15. Conductors and motormen required to work on the following holidays, viz: New Year's Day, 24th May, Dominion Day, Christmas Day, Civic Holiday, Thanksgiving Day and Labor Day, will be paid at Sunday rate.

16. The Company will supply conductors with tickets and change to the extent of thirty-five dollars (\$35). All students practicing as conductors shall be required to furnish their own change.

17. The Company agrees to furnish a Bulletin Board in the conductors' and motormen's waiting-room upon which employees are to be permitted to post notices of meetings of employees or of any other matters affecting the welfare of employees.

18. Wages for conductors and motormen shall be as follows:

First year's service—26c per hour for week days.

Second year's service—27c per hour for week days.

Third year's service and upwards—30c per hour for week days.

In addition to the foregoing rates, 4c per hour extra to be paid for Sunday work.

19. Nine hours shall constitute a day's work for all Shop and Shed men, and the schedule of time shall be so arranged as to allow one hour off for dinner. No Shop or Shed men shall be required to work more than the regular day's work of nine hours except in case of necessity. The present Shop Rules will not be amended except after conference with the Grievance Committee.

20. Shop and Shed men working on Sundays shall receive 4c per hour in addition to their regular rate of wage. No man shall work out of his regular turn unless at the request of a representative of the Company, and in the event of his so working on Sunday out of his regular turn, he shall be paid one and one-half time.

21. Should any Shop or Shed man be required to work all night, he shall be paid double time from 6 p. m. to 6 a. m.

22. Shop and Shed men shall be paid Sunday rate of 4 cents per hour extra for work on all legal holidays.

23. All Shop and Shed men shall receive an increase of 3c per hour in excess of the wages which they are receiving at the date of this Agreement. Any Shop or Shed man called upon to work for more than nine hours in any day shall be paid at the rate of time and a half for such excess service, except in the event of his being required to work all night, when he shall be paid as required by Section 21.

24. The Company has no objection to any employee being a member of Division 279, Amalgamated Association of Street and Electric Railway Employees of America, and will not discriminate against any employee by reason of his being a member of that organization.

25. Sunday hours of conductors and motormen are to remain as they are at present.

26. The Pits in the Shed shall be equipped with board platforms.

27. The schedule of running times shall be so rearranged as to provide for a lay-over of two minutes at the end of each run.

28. All conductors and motormen shall be entitled to not more than three months' leave of absence in any one year without losing seniority, provided, however, that no conductor or motorman shall receive leave of absence unless his reason for applying for such leave is satisfactory to the Superintendent; and further provided, that the number applying for leave of absence shall not at any time, in the opinion of the Superintendent, interfere with the practical working of the Company's system.

29. The paying of the men shall be commenced at two o'clock in the afternoon instead of four o'clock as heretofore.

30. This Agreement and the provisions hereof shall continue in force and shall be binding on the respective parties hereto until the last day of the month of June, A. D. one thousand nine hundred and eighteen (1918), and so from year to year after unless and until either party hereto desires a change in this Agreement or any portion thereof, in which case such party shall notify the other party hereto of the desired change at least thirty (30) days prior to the ending of any year. A notice given to the Minister of Labor under the provisions of the Industrial Act, 1907, and amendments thereto shall be treated as a notice under this section.

IN WITNESS WHEREOF, the parties hereto have signed.

(Sd.) THE OTTAWA ELECTRIC RAILWAY CO.

By T. AHEARN, President.

Signed on behalf of the Motormen, Conductors, Shop and Shed Men, by

W. J. DEEVEY,  
FRED GOLDING,  
V. BOVIN,  
E. BEAUCHAMP,  
J. W. BROOKS,  
JOHN NICHOL,  
JOSEPH RITCHIE.

Signed, Sealed and Delivered in the presence of  
B. BARON,  
A. E. FRIPP.

**BUTLER, PA., AGREEMENT.****Butler City Lines.**

Memorandum of Agreement—Made and entered into by and between the Pittsburgh & Butler, Pennsylvania, party of the first part and The Amalgamated Association of Street Electric Railway Employees of America, Division No. 223, of Butler, Pennsylvania, party of the second part.

Witnesseth—That, in the operation of cars of the first party, both parties hereto mutually agree that for and in consideration of the covenants and agreements hereinafter stated, the party of the first part agrees with the party of the second part as follows:

**Section 1.** The Company agrees to meet and treat through their properly accredited officers with the properly accredited officers and representatives of the Association, upon all questions or differences that may arise during the term of this contract.

**Sec. 2.** That all bulletins, notices and rules not appearing in the Book of Rules of said Company, shall be posted in the Barn and Office during the time they are in force and signed by proper officer.

**Sec. 3.** Party of the first part shall refuse to keep in employment after not to exceed thirty days' trial, any motorman or conductor who may prove unsatisfactory to either party hereto; and, in case of expulsion of any of its members by said Association, party of the first part agrees to dismiss from its service such members upon satisfactory proof of the misconduct alleged, or of conduct contrary to the spirit or conditions of this agreement.

First party will not employ any motorman or conductor, on any of its regular passenger, freight or work car runs, who has not become a member of this Association or a recognized student; and in case trailer car is needed a member of Association shall be placed on each car as a conductor.

**Sec. 4.** That no motorman or conductor, after securing employment as a motorman or conductor, shall go on the car for service without first securing permit card from the Executive Board of Division 223.

**Sec. 5.** That if any member who shall be elected to any office in the Association shall require his absence from the Company's employ, shall upon his return from said office have his position in said Company's employ, the same as if he had been in continuous employ of the Company.

**Sec. 6.** That if any man thinks he is not competent to work either end of the car, he will not be required to do so unless absolutely necessary.

**Sec. 7.** That any member of the Association, by act or word interfering with or disturbing the cause of this Association or Company upon any subject whatsoever, or interfering with or disturbing the service in any manner contrary to the spirit and conditions of this agreement, shall, upon proof of the same, be dismissed from the service. In case either party hereto desires reasons for said discharge or suspension, the same shall be furnished in writing within 48 hours from such time as may be requested.

**Sec. 8.** That all regular runs shall remain as now, early and late straights, known as the two-turn system, and no regular run shall pay less than 8 hours per day. There shall be three runs added to be known as swing runs, such runs to pay not less than 8 hours' time. Overtime for extra men after 9 hours shall be figured on basis of four (4c) cents addition to regular scale. Overtime of regular men to be figured after signed run is completed. For car works trippers a minimum of 1½ hours' time shall be paid; after the first 1½ hours' time the above basis of 4c additional shall be paid to regular men.

If the motorman or conductor is required by the Claim Department to attend court or inquests or to secure additional evidence after the first inquiry, he shall be paid at the regular rate of wages.

The first party will furnish badges to be used by Dispatchers on special days and for dispatching cars at the Park. These badges are to be worn by the Dispatchers (excepting in the case of Superintendent or Officer of Company dispatching) in a conspicuous manner and must be recognized by the conductors or motormen in charge of a car. This badge will be posted on bulletin board before beginning of season.

That all extra runs, where it can be so arranged in accordance with the terms of this agreement, will be assigned to men on the extra list.

**Sec. 9.** The men who have been the longest in the Company's service, shall be given their choice of runs and in the future the men shall retain positions according to their seniority in the Company's service. When a vacancy occurs the men next lowest shall move up one, clear down through the extra list, extra men receiving work in turn beginning with first extra, providing he reports and is ready to work. Time of serving is to begin with the time and hour first time is assigned.

That all runs shall be thrown open for selection at least five (5) days before the expiration of each quarter of the year, known as the first day of December, first day of March, first day of June and the first day of September, to permit the seniority rights of the men to take effect upon the first day of each quarter, except in the case of an opening, then the sign-up to take effect the first day of the following month, and in case of an opening the first extra men to fill the same, and in case of a change in schedule the list to be opened for selection to take effect with the change. When any employee sharks he shall, as a penalty for doing so, go to the bottom of the extra list for one day, said day to be considered portion of the time he may be serving for sharking. Any employee serving time and after the first day is called back to work before said time has expired, it shall be considered that he has completed his "sharked" period.

Any motorman or conductor who leaves his run to work at other employment, or if he leaves his run for thirty (30) days consecutively without a permit from the Association except as provided in Section 5 of this Agreement, shall forfeit his seniority right.

**Sec. 10.** That all men when ordered to report at barn or any other place for extra work, shall be allowed the same wages per hour as they would be entitled to according to their standing on the list, whether regular or extra men, from the time they report until they are relieved or notified.

**Sec. 11.** That in case any difference shall exist between the Association and the Company, the case shall be submitted to the International President or Deputy of this Association and the President or Deputy of the Company, within ten days.

**Sec. 12.** In event of a failure to reach a mutually satisfactory adjustment of any question or grievance that may arise, the same shall be, upon a written request of either party, submitted to a temporary board of arbitration to be selected as follows:

The Company shall choose one arbitrator, the Association shall choose one arbitrator and the two thus selected shall choose a third arbitrator. Each party hereto shall name its arbitrator within fifteen (15) days from the time that written notice has been given by either party to the other that arbitration is desired. The two arbitrators shall then meet daily for the purpose of selecting a third arbitrator. It shall then be the duty of the three arbitrators thus selected to meet without delay and receive all the evidence and testimony that either party may desire to submit to them, pertaining to the case. After all of the facts have been presented, then the Board of Arbitration shall render their decision and submit a copy of the same in writing to both parties hereto, which shall be final and binding upon them. Each party hereto shall pay the expense of their own arbitrator, and both parties shall jointly pay the expense of the third

arbitrator, and there shall be no suspension of work during the arbitration or until amicable means of settlement as set forth has been exhausted.

Sec. 13. It is further understood and agreed that when an employee of the Company has been suspended or discharged from the service, and after thorough investigation, either by conference of the officers of the Company and the Association, or Board of Arbitrators, and he has been found not guilty or sufficient cause to warrant such suspension or discharge, he shall be immediately reinstated and paid for all lost time.

Sec. 14. The working board of the following day to be marked up not later than four o'clock each day, allowance made for relief and special days.

Sec. 15. All cars shall be in readiness to go out on the road before the motorman or conductor takes them from the barn; examining motor and putting down trap doors shall not be a part of the motorman's or conductor's duties. This kind of work shall be done by barn men unless prevented on account of enforced absence looking after disabled cars on the road.

Sec. 16. The wages of the motormen and conductors shall be as follows:

On and after March 1, 1916—

24c for the first six months.

25c for the second six months.

26c for the third six months.

27c for the fourth six months.

28c after two years' service.

Sec. 17. This agreement and provision thereof shall continue in force and be binding upon the prospective parties until March 1, 1918, and from year to year thereafter, unless changed by the parties hereto. Either of the parties hereto desiring the change of any section or sections of this agreement shall notify the other party in writing of the desired change thirty (30) days prior to the ending of each year, which is the first day of March. Under each notice the agreement shall be open to consider the change or changes desired.

Sec. 18. The party of the first part shall arrange that motormen and conductors can report on or off duty at the car barn, by person or by calling the Superintendent or a person who may be placed by him in charge of Board.

Sec. 19. The party of the first part will permit the use of stools on the private right-of-way to the Park and from the Supply Store to the end of the Forge Steel gates, and upon any other portion of the road as may be agreed upon by the Superintendent and the Committee.

Signed this 28th day of March, 1916, A. D. PITTSBURGH & BUTLER RAILWAY COMPANY.

CHARLES C. TENNIS,

Vice-President.

AMALGAMATED ASSOCIATION OF STREET & ELECTRIC RAILWAY EMPLOYEES OF AMERICA, DIVISION NO. 223 of Butler, Pennsylvania.

S. McGEE,  
President.

## LIBERTY'S HOPE IS IN THY KEEP- ING—ORGANIZED LABOR.

There is being enacted just across our border line in a neighbor republic a tremendous struggle for human freedom, a struggle inspired by ideals of those who long dreamed of human freedom and have come to value it lightly because they have been denied the reality. America's workers have an interest in the affairs of Mexico—an interest that is concerned with something bigger than political changes, for political changes do not always indicate progress towards justice.

Because this struggle in Mexico represents a cause that is as big and as wide and as comprehensive as the cause of human freedom, it has a very strong appeal for the

workers of the United States whose every advance and betterment has been part of a world-old struggle for freedom and humanity.

The changes now in progress of making in Mexico are deeper and more significant than a mere political revolution; they are an economic revolution. The fundamental problem of injustice in Mexico is economic in origin. Those who know and understand the force of the industrial ties that unite Mexico and the United States know that there is no boundary line between the industrial problems of the workers of the two countries. This is true not only because of the overlapping of the interests of the employers of the two countries, but because of the intermingling and the blending of the workers of the two countries.

It is conservatively estimated that there are within the United States two million Mexican workers. There are Mexican laborers in Texas, Mexican coal miners in Colorado and New Mexico, and Mexican gold miners in New Mexico and Colorado. There are Mexican trade unionists in the building trades of the Pacific Coast.

All the world knows the bravery, the loyalty and determination of the Mexican miners who helped to win the recent strike in Clifton, Ariz. It is not so well known that previous to the termination of the former agreement between the anthracite miners and coal operators of Pennsylvania there was an effort made to bring Mexicans into our country to defeat the demands of coal miners, hoping thereby to reduce standards and defeat the plans of the anthracite miners. The Deering Harvester Company recently brought in Mexicans to be used as strikebreakers against their men who were then making demands for higher wages and better conditions of work.

There must be understanding and co-operation between the workers of Mexico and the United States in order that neither may permit themselves to be used for the undoing of all. Many of the Mexican workers who are now within our border lines have already united in the cause of organized labor. Since the present effort to overthrow despotism in Mexico has been in progress there has been a determined effort in that country to organize the workers for their mutual protection and to secure for them rights and opportunities that will result in freedom.

The workers and the revolutionary forces in Mexico, as did Madero, knew the efforts which the American Federation of Labor put forth in the overthrow of the tyrant Diaz so that when the Madero government was established in power, there went into Mexico a committee representing the United Mine Workers of America. This committee secured from Madero endorsement of the organized labor movement and promise of protection and co-operation in efforts to organize the miners of Mexico. The Madero era marked a new period in the labor movement of Mexico. What was de-

clared under Madero has been carried out and on a broader scale under the present constitutionalist government.

The workers are not over-concerned with political factions or wedded to any political leader, but they are concerned with securing co-operation that will enable them to advance the cause of freedom and humanity.

When Carranza became first chief of the constitutionalist government of Mexico, he entered into agreements with the organized labor movement of the country and promised that trade unions would be protected under the laws of Mexico and that workers would be assured opportunities and rights. In return for these pledges, which were officially announced by the government in the form of manifestos and circulated generally throughout the country, the organized labor movement of Mexico gave its support to the Constitutional government and united with that government in an effort to solve the problems of the citizens of Mexico and to work out government and laws that would establish industrial, social and political justice.

Because the workers of Mexico through their organized labor movement appealed to the organized labor movement of the United States, we tried to secure to them the opportunity to work out their own problems in accord with their own ideals and their own understanding.

With the political issues and political factions of Mexico the American labor movement has no vital concern, but it has a deep abiding interest in the growth and progress of the cause of labor in Mexico, and it desires to do all that can be done in a spirit of fraternity and co-operation. The American labor movement recognizes that in the organization of the Mexican workers there is an element of great hope, for there is a force that has power to shape a great future for a people capable of conceiving great ideas and an understanding of the possibilities which human life can attain when given opportunities and freedom.

The labor movement of Mexico has dared to assert that there is something infinitely higher than property rights and mere forms of established law and order. They have proclaimed to the world that they wish to establish a government in which human rights shall be paramount and land and property shall be made to serve mankind.

But the labor movement of our country knows that freedom cannot be given as a gift; but must be achieved by all as they work out their life problems—democracy and free institutions may be suddenly established, and their maintenance rests upon constant and persistent determination, for in Mexico, as in all the world, the price of liberty is eternal vigilance. They must be the result of the experiences of the people who have learned how to be free and how to use institutions of freedom.—The American Federationist.

## SICK AND DEATH BENEFITS THAT ARE PAID BY LOCAL DIVISIONS.

By W. D. Mahon.

As stated in our former letters giving the amounts that have been paid by the various Local Divisions in Funeral and Sick Benefits, we do so in order to acquaint the membership of the Association with what is being done by the Local Divisions in the way of relieving their membership in cases of death or sickness, and it is a subject that should be carefully studied by every Division of this Association. If this subject is carefully and thoroughly studied and understood, it requires but a small amount contributed from each member to properly guarantee and protect our membership in cases of sickness and disaster, and by doing so we establish ourselves in a position that makes us absolutely independent of charity and places a confidence in the membership within their organization, and it is a subject, I repeat, that should be carefully considered by every member and discussed by the various Local Divisions:

Div. No. 388 of Newburgh, N. Y., does not pay any Funeral Benefits. Pays a Sick Benefit of \$3.00 a week after the first week, for 15 consecutive weeks in any one year. Paid out during 1915, \$45.00.

Div. No. 389 of Mansfield, Ohio, does not pay any Funeral Benefits. They pay a Sick Benefit of \$3.50 a week after the first week's illness. During the year 1915 paid out \$30.00 in Sick Benefits.

Div. No. 398 of Boise, Idaho, does not pay Funeral Benefits. They pay a Sick Benefit of \$1.00 a day to members during sickness, after the first week. During the year of 1915 paid out \$211.00 in Sick Benefits.

Div. No. 408 of McAlester, Okla., does not pay Funeral or Sick Benefits, but donates in case of sickness, to members. Donated during the year of 1915 about \$75.00 in Sick Benefits.

Div. No. 416 of Peoria, Ill., does not pay Funeral Benefits, and has no established Sick Benefit but raises money by subscription to Association members during sickness. Paid out during the year of 1915, \$300.00 in such donations.

Div. No. 418 of Ogden, Utah, does not pay Funeral Benefits. The Division pays a Sick Benefit of \$5.00 per week after the first week's sickness. Paid out during the year of 1915, \$279.95.

Div. No. 425 of Hartford, Conn., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 a week for 10 weeks in any one year, commencing after the first week's sickness. Paid out during the year of 1915, \$1,695.00.

Div. No. 430 of Mauch Chunk, Pa., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 per week after the first week's sickness. Paid out during the year of 1915, \$155.00.

Div. No. 433 of Lansford, Pa., pays Funeral Benefits on the death of a member's wife, of \$35.00. Division does not pay Sick Benefits.

Div. No. 441 of Des Moines, Iowa, pays Funeral Benefits; in case of the death of a member, \$300.00, in case of the death of a member's wife, \$150.00, and in case of the death of a member's child, \$75.00. The Division paid out during the year of 1915 in Funeral Benefits of members, \$600.00; in cases of death of members' wives, mothers and fathers, \$600.00; in cases of death of members' children, \$375.00. Also paid a disability of \$150.00 in case of the loss of a limb, making a total of \$1,725.00. The Division also pays a Sick Benefit after the first week's sickness of \$7.00 per week. Paid out during the year of 1915 in Sick Benefits, \$2,506.00.

Div. No. 443 of Stamford, Conn., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 per week after the first week's sickness. Paid out during the year of 1915, \$60.00.

Div. No. 448 of Springfield, Mass., does not pay Funeral Benefits. Pays a Sick Benefit of \$7.00 per week after the first week's sickness. Paid out during the year of 1915, \$2,481.00.

Div. No. 452 of Thompsonville, Conn., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 per week after the first week's sickness. Paid out during the year 1915, \$275.00.

Div. No. 455 of Portsmouth, Ohio, does not pay Funeral Benefits. Pays a Sick Benefit of \$3.00 per week after the first week's sickness. Paid out during the year 1915, \$38.50.

Div. No. 456 of Madison, Wis., pays a Funeral Benefit in case of the death of a member, of \$50.00. Division pays a Sick Benefit of \$7.00 per week after the first week's sickness. Paid out in Death Benefits during the year 1915, \$50.00, and in Sick Benefits, \$198.00.

Div. No. 459 of Bridgeport, Conn., does not pay Funeral Benefits. Paid a Sick Benefit of \$5.00 per week during the year of 1915, raising the same to \$7.00 per week in 1916. Paid out during the year of 1915, \$572.95.

Div. No. 480 of Franklin, Pa., does not pay Funeral Benefits. Pays a Sick Benefit of \$7.00 a week after the first week's sickness. Paid out during the year of 1915, \$358.00.

Div. No. 473 of Woburn, Mass., does not pay Funeral or Sick Benefits.

Div. No. 476 of Norwalk, Conn., does not pay Funeral Benefits. Pays a Sick Benefit of \$5.00 for seven weeks in any one year after the first week's sickness. Paid out during the year of 1915, \$270.00.

He is good that does good to others. If he suffers for the good he does, he is better still, and if he suffers from them to whom he did good, he has arrived to that height of goodness that nothing but an increase of his sufferings can add to it; if it proves his death, his virtue is at its summit—it is heroism complete.—La Bruyere.



**BROTHER GEORGE J. LOFTUS.**

**Div. No. 618, Providence, R. I.**

Brother George J. Loftus of Div. No. 618, Providence, R. I., whose picture appears above, was awarded first prize as a participant in the Safety First prize essay contest instituted by the Association. There were fifty-four contestants from among whom to select three entitled to first, second and third prizes, and from whose productions that of Brother Loftus was determined upon as entitled to the highest credit. Brother Loftus became a member of Div. No. 618 in March, 1913, during the organizing period of the Providence local.

Heralded almost into every part of the civilized world today is the slogan, "Safety First." Corporations, mainly those engaged in the business of transportation, are beginning to give the matter serious attention. The executive heads of the various transportation companies are studying this safety first movement in its different phases and are trying to devise means of making speed compatible with safety.

The public today demands speed, and how to give the greatest speed with the most safety is the problem now confronting all transportation companies.

Several different methods have been adopted. Prominent among them is the publicity campaign. Large sums of money have been expended by public service corporations to acquaint the public with the fact that a greater amount of caution is needed. Their motto along with "Safety First" is Stop, Look and Listen. To acquaint the public with the dangers of care-

lessness and to educate them to the dangers confronting them is no small task, and as a part of the safety first propaganda is worthy of earnest consideration. That it will ultimately have the effect of lessening accidents is not to be denied. But in the face of all the good that has been accomplished through publicity, the giving of awards, etc., it seems that what might be the most important factor has been overlooked.

All the machines used in transporting people from place to place are almost in all cases under the control and in the direct charge of men. The locomotive is controlled by the hand and brain of the engineer. The speed and safety of the electric cars running through our city streets are under the direct control of the men in charge of those cars. Although it is true that rules and regulations govern the speed and operation of cars it is also true that there are no rules to govern the many contingencies that arise in a day.

What rule gives explicit instructions about what to do when a child runs suddenly upon the track, or when an automobile darts from no place in particular directly in the path of the oncoming car? As no two accidents happen exactly alike, it is only fair to assume that it is not within the range of the human mind to foretell what will happen, or to provide rules to govern something that we have no knowledge of until it has occurred.

But granting that every possible occurrence was covered by a set rule, what of the great public who have little or no knowledge of rules as they apply to the operation of cars? We cannot consistently expect that they are going to observe these rules. It seems that what is to be done to eliminate as far as it is possible to do so any chance of accident, is to study the conditions surrounding the persons who operate and control the speed and safety of cars.

The control of a mechanically driven car is not a task for a child or an untrained amateur. In the hands of a man who is physically unfit and who is discontented or worried it might become an engine of death. A clear brain, a steady hand and the presence of mind that comes with good health and morals are conducive to the safe handling of all mechanically driven machines.

It might be to the advantage of transportation companies to study with more interest this part of the safety first movement.

The conditions under which a man works, the amount of wages he receives and the length of time he is required to spend at his task are important factors in determining his physical and mental condition.

If his hours of labor are not too long, if they allow him time for recreation and rest, his physical condition will enable him to perform his duties without becoming fatigued. If his wages are sufficient to provide the necessary things for the proper subsistence of his family and himself and the conditions under which he works are such that his mind is clear, that he is not haunted by the fear of losing his position,

then a great forward stride has been made for Safety First.

A person contented and happy can be relied upon to perform a task much more efficiently and with a far greater degree of safety than one who by reason of the many uncertainties that he is subject to is constantly out of balance.

Business systematizers and "efficiency engineers," so-called, are beginning to pay a great deal of attention to what they term the "personal equation," which is nothing more than the taking into consideration the THIRTY-TWO—Motorman

fact that the worker, the man who performs any task, differs from a machine because he has a brain, and the brain controls the conduct of the worker.

Personal equality is well to listen to and the search for the responsive chord in the soul of the worker is interesting, particularly so to the intelligent worker who sometimes has his own idea why the responsive chord is being sought.

But to have really efficient men we must first have real men. We must remove from their daily lives every retarding influence. Public safety demands that the man who has in his charge the life and limb of the people must live a life that will fit him to be relied upon at all times.

One thing that should have no place in his life is fear. To fear anything has the effect of keeping the thought of it almost

#### Price List of Association Supplies.

Official Seal .....	\$3.50
Propositions for membership blanks, per 100 .....	.50
Rituals, each .....	.25
Withdrawal cards, each.....	.05
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Division financial book, 200 pages.....	2.50
Division financial book, 300 pages.....	3.50
Division financial book, 400 pages.....	4.25
Division financial book, 500 pages.....	5.00
Division financial book, 600 pages.....	6.00
Duplicate report books, each.....	2.00
Constitutions, in lots of 100 or more, per 100 .....	4.00
Constitutions, in lots of less than 100, each .....	.05
Financial secretary's order book on treasurer .....	.25
Treasurer's receipt book.....	.25
Association badges, rolled gold, each..	.50
Association badges, solid gold, each..	1.00
Association buttons, gold plate, each..	.25
Association buttons, rolled gold, each..	.50
Association buttons, solid gold, each..	1.00
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Emblem tie clasps, each.....	.50
Association charms, each .....	1.00
Association locketts, each .....	1.50
Cuts of official seal, for use on printed matter, plain, each.....	.30
Cuts of official seal, with flag design..	1.00

All orders must be accompanied with express, postoffice money orders or draft. No personal checks accepted. Otherwise supplies will not be forwarded.



constantly in the mind, and any other thought cannot dominate where fear exists. Fear has no legitimate place in the world of men. What a man fears he generally hates and hate incites resentment and defiance; a man who is influenced by fear in refraining from certain acts is essentially a coward, and a coward cannot be relied upon to do anything efficiently.

If we are going to place in the hands of men, machines, that if they are not operated efficiently will cause accidents, we must so far as it is possible to do so make these men efficient.

We must banish all fear and discontent from their daily lives. We must provide for conditions of labor that will keep these men in good bodily health. We must eliminate all trace of cowardice and with their right of a voice in the making of the conditions under which they must labor, give them that independence of thought that leads to better things.

There is undeniably a psychological value in contentment so far as it affects safety.

Satisfy a man with the wages he receives, satisfy him with the hours that he labors, give him a voice in the making of conditions under which he must labor, and you have overcome the most difficult obstacle between the worker and Safety First.

GEO. J. LOFTUS, Member Division 618,  
Providence, R. I.

**— All-Wool —**

## Blue Trousers

for **\$3.50** at Clayton's

Made from good weight blue uniform cloth, fast color, and well tailored.  
And that's only one of the splendid values offered Detroit's Motormen and Conductors at this store.

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Conductors Suits, leather trimmed.  
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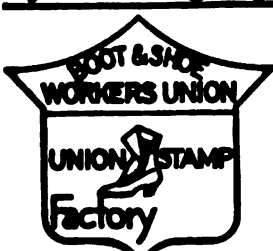
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JOHN F. TOBIN, Pres.

CHAS. L. BLAINE, Sec. Treas.

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Railway men have the right to demand absolute reliability in a watch. Many thousands who do so find their demands met by the accurate HAMILTON.

The HAMILTON WATCH is made in standard sizes, and is sold by Jewelers everywhere. For the man in active service we especially recommend No. 978—17 Jewels, 3 position, adjusted movement; or No. 992—21 Jewels, 5 position, adjusted.

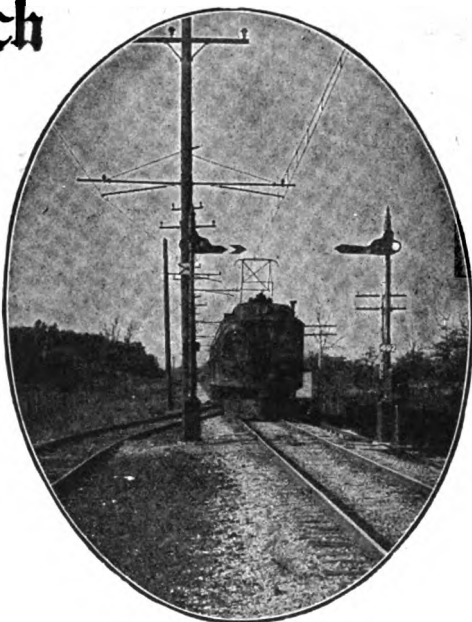
HAMILTON WATCHES range in price from \$12.25 for movement alone, up to \$150.00 for the 12-size, 23 Jewel thin model Masterpiece. Ask your Jeweler about the HAMILTON

WATCH, and write for "The Timekeeper."  
It illustrates and describes the complete line and gives interesting facts about watchmaking and timekeeping. Address

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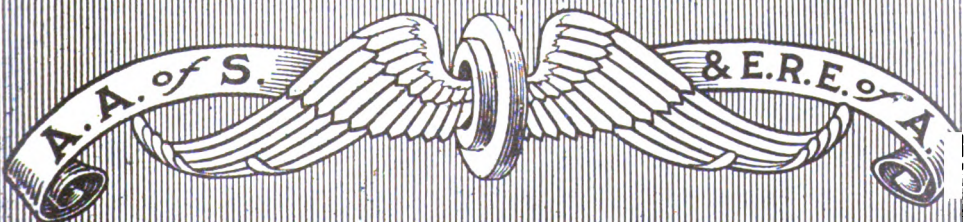
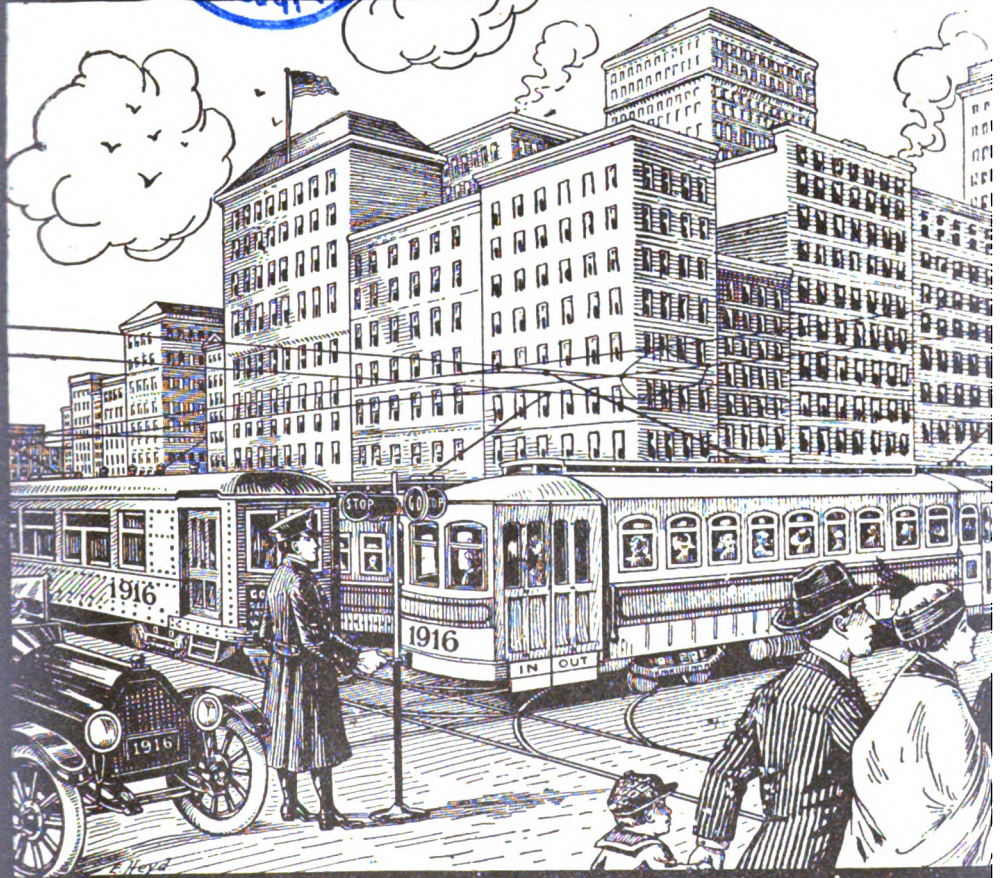
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Vol. 24  
No. 11

OCTOBER

# The Motorman and Conductor



# WIN A PRIZE

Someone has suggested that you boys might be interested in a prize contest.

I have, therefore, thought the matter over and have decided to offer a prize of \$10.00 to the Traction man who writes the best rhyme about me, and a prize of \$5.00 to the one who writes the second best. There are also five other prizes of \$1.00 each.

This contest is open to every Union Traction man and runs until December 28th, 1916. All rhymes should be four lines in length and should contain my name and the word BLOCH. The verse printed below is an example of what is desired.

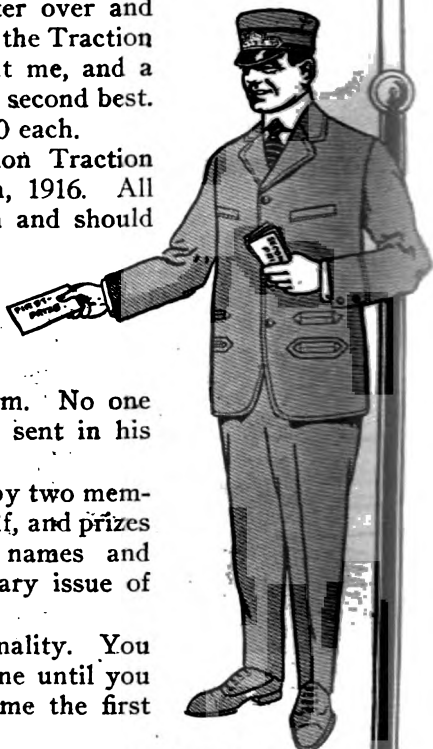
When you send your rhyme, also send me the name of the dealer from whom you purchased your last uniform. No one will be awarded a prize who has not sent in his dealer's name.

The verses submitted will be judged by two members from the Cleveland local and myself, and prizes will be given promptly. Winners' names and rhymes will be published in the January issue of this magazine.

Here is a chance to show your originality. You never know what you can do in this line until you try, so think it over and write a rhyme the first chance you get.

Do not forget the contest closes December 28th and all verses must be received before midnight of that day. Send your rhyme to me in care of The Bloch Company. Everyone submitting a rhyme will be given a new time book, free. They are just off the press and are bigger and better than ever.

Here's luck to you.



*Trolley Jim*

THE BLOCH COMPANY, Cleveland, O.

**Trolleygram:** One Traction man with originality is worth two without.

*Trolley Jim is neat and trim,  
To smile he's always able,  
His suit's high grade, by BLOCH 'twas  
made,  
And bears the Union label.*

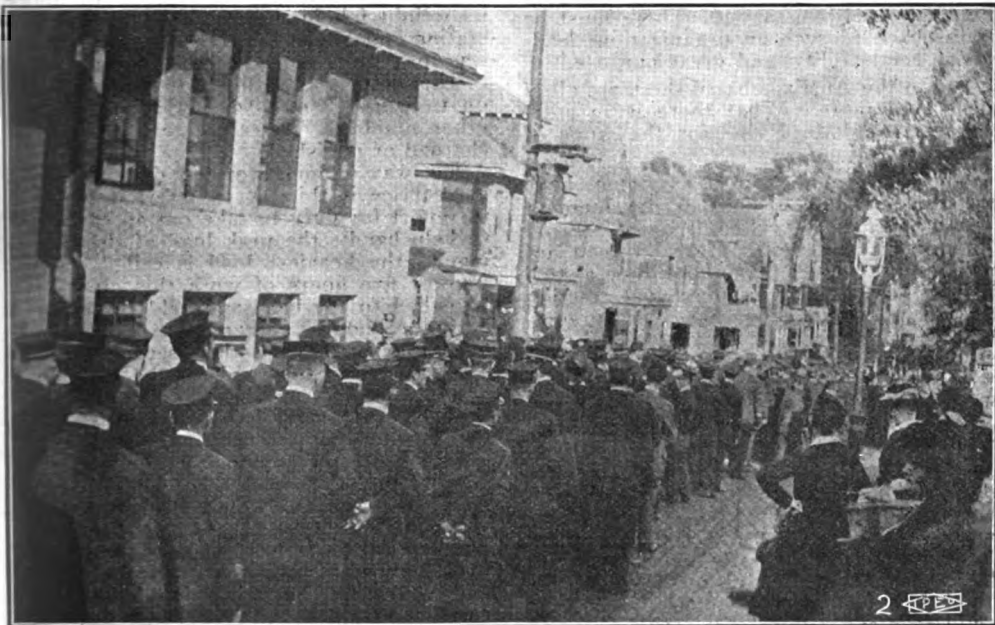


# The Motorman and Conductor

VOL. XXIV

DETROIT, MICHIGAN, NOVEMBER, 1916

No. 12



This picture, supplied by Brother James J. Conroy of Div. No. 589, Boston, Mass., shows a section of the Boston street railway men paying their last respects to the remains of late G. E. B. Member Fred Fay, to whose leadership and devotion in the affairs of the Amalgamated Association stands as one of the monuments to his memory, the great Boston Street and Electric Railway Employees' organization, through the existence of which has insured to its membership an added distribution in the shape of increased wages and improved working conditions to the extent of over \$2,000,000 a year. These men are in line entering and leaving the residence of our late Board Member in reviewing his remains lying in state prior to removal for interment.

## THE STREET CAR UNION AND NEW YORK'S BIG STRIKE.

By Chester M. Wright.

(In Pearson's Magazine.)

It was back in 1892 that, gathering itself up out of the collapse of the Knights of Labor, what was destined to be the great Amalgamated Association of Street and Electric Railway Employees of America took shape in Indianapolis.

It was only a handful of men who gathered there and laid the foundation for what has since come to be one of the nation's most powerful labor unions.

William Law was the first president. He served in that office only one year and during that time signed charters for only two

local unions, or divisions. These were for Division No. 19 in Colorado Springs and for Division No. 22 in Worcester, Mass. Both of these divisions are in existence and flourishing today.

But since those old days, those twelve months of pioneering, when the street car men were just beginning to feel their way, 90,000 have come into the union and today in most of the big cities of the country the men who operate the electric transit systems wear the little monthly working button of the Amalgamated.

This climb to power has been dramatic. Few organizations of labor in this country have come up out of such struggle or look back upon victories gained over such terrible odds.



The two great struggles in New York City have riveted the attention of the nation on the carmen's union—the Amalgamated. Taking its stand at Yonkers, up above the great city, the Amalgamated, in the first conflict, shot a red hot bolt down through the heart of New York and sealed up its surface transit system almost as if by magic, so quickly and surely was it done.

An organization that can do this is worth knowing something about. There must be brains back of such an organization; leaders of great ability, and great purpose.

And in the Amalgamated there are all of these, and more. What there is in addition is a field dead ripe for the work of the organization.

American rapid transit systems have come up through a kind of development that may truly be called frenzied. From the moment that the first great transit financiers discovered that there was a rich field of exploitation in municipal traction systems, those financiers have been preparing the operating field for the Amalgamated. Perhaps nothing has done more to prepare street car men for union than such masters of finance as the old Ryan-Elkins-Widener-Whitney group of early exploiters. From city to city this group went, tossing traction systems about in financial jugglery, taking from each a rich toll and leaving wreckage behind. For this particular group Elihu Root was counsel, telling them, it is related, not what they could not do, but what they could do. And what they could do related always to what loot they could take and retain legal safety.

After this group came others. The purpose was the same. The early history of American traction finance is well known now. But what is not so generally recognized is that nothing has done more to compel organization among street car men than the plundering and wrecking of those early days.

Financial pirates necessitate low wages and long hours of labor for the workingmen in industry. Huge profits on lavishly watered stock go hand in hand with grinding toil at low wages for those who actually operate the industry and make the money.

It has been so in the traction industry. Wages have been miserably low. Hours of toil have been long, and what is worse, they have been irregular.

So, when William D. Mahon was elected president of the Amalgamated in 1893, one year after its organization, he had to build up an organization that could match wits and strength with one of the greatest looting systems in the nation's history. He has been at it as president of the Amalgamated ever since.

William D. Mahon is a square-built, square-faced, stout-jawed Irishman, who was designed for hard fighting. But when Bill Mahon was designed, they threw a streak of idealism and a great passion for

justice into that big fighting frame, and so gave to the world one of the finest types that humanity knows, the hard, unflinching fighter for the under dog. And when this kind of a fighter has a genius for organizing the under dogs, then those who like to suck the blood from the under dogs ought to plan for the time when they will be forced to let go their hold and cease being parasites.

When the Amalgamated began to make its weight felt in the regulation of the operating end of electric transit matters there was no regular working day. A motorman or conductor was as likely to be called upon to work 18 or 20 hours a day as any other number. To refuse was to be discharged or punished.

The way of long working days in street car service is this: A car crew is ordered to report for duty to take out an early car to help handle the peak load of the morning, as the heaviest load is called. After four or five hours of work this crew may be called to the barn and held there for a period of hours, perhaps two hours, perhaps four hours, and then sent out again so as to be on the road for the peak load of home-going travel.

Such runs are called swing runs. The long swing—four or five hours on the car, a swing of four or five hours and then another period of work—that is the bane of street car service. That is what makes slaves of street car men. That is what breaks up their homes and robs them of all but a passing acquaintance with their wives and children. That is where the union smashes in and says, "Stop!"

Wherever the Amalgamated goes it finds these long swings. It finds this brutally arranged working day. And it finds that the worker gets paid only for the time he spends on the platform. The company may hold him at the barns for ever so many hours, but it does not pay him for those hours.

That conductors and motormen have, or would like to have, homes and families and a bit of leisure in a certain fixed time that they could look forward to as their own has never been one of the great cares of the men who operated the financial and managerial end of electrical transit.

Unorganized traction workers have always longed for better working conditions, to be sure, but many a longing is suppressed when to express it involves the loss of the job that makes life possible.

It remained for the Amalgamated to come along and stimulate this desire for decent working conditions, for hours that left to the worker something of his day and for wages that would permit him to live decently.

In its sweep across the country the union battled for these things—for the right to organize, for a better planned working day, for fewer hours of work, and for higher wages. It has been a hard fight so far as it has gone, because every time the

Amalgamated has put a foot forward the traction magnates have had to put a foot backward. Every demand that the union enforces costs the company something.

New York traction systems were being conducted on the well-established principle of nickels and dividends first, when just as the sun was creeping up out of the east on the morning of July 22 the street car men of Yonkers, Mount Vernon and New Rochelle left their cars and tied up service in those outlying towns. They had grievances and they wanted to arbitrate them under an agreement already existing with the company providing arbitration. But President Frederick W. Whitridge had forgotten about that agreement and so instead of arbitrating he said there was "nothing to arbitrate." Almost as soon as the strike was called he blithely sailed away to Europe. He said he was going to see his soldier son.

An ordinance covering these lines provided that no man could operate a street car without having had three weeks of training on the line on which he was to work. That barred all strike breakers. The union held its ground magnificently.

Meanwhile the work of organizing the Whitridge lines in the Bronx proceeded, with Yonkers as the base of operations. The company's attitude toward the union made a strike necessary and on July 26 the Bronx population was compelled to walk. This it did with good will, because the sentiment for organization is strong in the Bronx at all times.

With the Bronx lines captured the organizers kept on. They invaded Manhattan. They found the carmen waiting for them eagerly. The long years of preparation had told. The work of the traction magnates, squeezing out every possible nickel and leaving depreciated properties and enslaved workingmen, had been done well.

The flag of the Amalgamated was a banner of liberty to the carmen of New York. They flocked to its protecting folds. It had been a punishable offense to talk unionism. Freedom of expression had been a thing long forgotten in New York traction circles. But the Amalgamated—magic name—opened mouths long sealed, brightened eyes long dulled, put the fire and flame and passion of zealots into men who had been only what the organizers call wage slaves.

The roads used every weapon they had to quench this rising spirit. They threatened, they cajoled, and shrewdest—as well as most revealing—of all, they raised wages. Almost every line in New York's four boroughs has raised wages once since the Amalgamated came, and some of them have raised wages twice, in the effort to stop the wave of organization.

But the wave of organization rolled on. More strikes had to come. On July 29 the Third avenue line in Manhattan was put out of commission. Seven days later the green cars of the New York Railways

ceased to run. Even the little "Blue line" on Second avenue joined the fray. Likewise the lines on Staten Island came to a standstill.

It was a great battle to determine whether the surface car employes of New York City had the right to organize and whether that right could be enforced.

On August 7 New York City had had enough of street car strike. In Manhattan the battle had raged for about a week. In the Bronx it had been on for two weeks. During this time some cars were operated. Companies picked up such men as could be found, but the pickings were poor and far between.

With this condition existing, Mayor Mitchel and Chairman Straus of the Public Service Commission brought the contending sides to an agreement—an agreement that was a complete victory for the union. The right to organize was gained and practical recognition of the union was secured when the companies agreed to negotiate with committees selected by the union and of which non-employees might be members.

During the strike the cry of "foreign agitators" was raised by the companies. This cry was used in newspaper advertisements and in newspaper interviews. But it was suddenly stilled when during the conferences with the mayor that official was compelled to announce that if the directors of the New York Railways would not come to him voluntarily he would issue subpoenas for such of them as had their residence in Boston, which, even in these days of greater Gotham, is scarcely to be reckoned as a part of New York.

So peace descended upon New York, but it was not to be an enduring peace. For the street railway magnates had not played their last card and they knew it, though the public did not.

It was but a few days after the agreement had been entered into that the union began to hear of a new development. The Interborough Rapid Transit Company was laying before its employes a contract, to be signed by each man separately. This contract bound the employes to remain with the company for a period of two years, during which certain specified wages were to be paid and during which the employes must not ask for any increase in wages, or for anything else.

The company set about gathering signatures to these contracts by the simple expedient of laying them before the employes and "asking" them to sign. The process was much the same as that by which a polite burglar would put a gun in your face and softly inquire for your wallet. With the Interborough the penalty for failure to sign was immediate discharge.

Manifestly the union could not submit to this process of individual contract getting. It could not remain idle while its members were being individually bulldozed, so again it swung its mass action into the arena,

though not without due notice to all parties interested.

In a great mass meeting on the night of Wednesday, September 6, the Interborough employes, with the employes of the subsidiary New York Railways Company surface line, voted to strike immediately. The last conference between union committeemen and company officials had brought matters to a crisis. The company had declined to withdraw its contracts and had discharged the union committeemen for having been absent from work while on committee duty, a proceeding unheard of under union conditions.

The walkout began at once and for the first time since memorable 1905 Gotham's long, thin line of rapid transit crumpled up under the mighty pounding of organized labor.

There remained in operation but a fraction of the city's transit facilities. But the end was not yet. President Whitridge of the Third Avenue line, running from Van Cortlandt Park, and Edward A. Maher, president of the Whitridge lines running through the Bronx, Yonkers and Westchester, taking precept from the Shonts road, undertook to enforce the contract that has since come to be known as the "master and servant" contract. Here again the union was called upon to act in protection of its members and on Saturday, September 9, strikes were voted on all of these lines. It was the greatest strike against city transportation that the nation's metropolis had ever known.

Hordes of strike breakers were called upon to operate the lines. Some of these had been housed on company property prior to the calling of the strike, while others were brought on later. James T. Waddell, of the Bergoff Bros. and Waddell detective agency, known as "King of Strikebreakers," was rushed from Chicago to New York in a \$3,000 special train to take charge of the picturesque crew that was put in charge of such cars and trains as were sent out.

When it came to telling the public why there was a strike the case became amusing to those who could afford to laugh. The company charged the union with treachery and the union charged the company with treachery. While the union backed up its charge with facts the company depended chiefly upon rhetoric. Some of this was displayed in metropolitan newspaper advertising space, which the union could not afford to buy—and did not need to buy.

On the fourth day of the strike the police count showed an insignificant number of surface cars running, with a better showing on the subway and elevated lines. On that day, September 12, the Public Service Commission, following hearings, issued recommendations as to the situation. It recommended that the strike be called off and that arbitration be resorted to as a means of settling the issues.

The union officials declared that they would accept the proposition, provided all discharged men were reinstated pending investigation. The company turned down the proposition curtly.

Thus again did the Amalgamated gain for itself admiration and support from the public. It showed a willingness to go more than half way toward reaching settlement by peaceful means. This was the climax of a record of frankness and fairness that had persisted throughout the entire difficulty.

As this is written the outcome of the great strike cannot be told, for it is not known. But as to morale, as to advantage in the public eye, as to solidarity among the strikers and apparently as to actual strength on the field of conflict, the union has all the better of it.

Both of these New York strikes have been spectacular. They have challenged the city's greatest strongholds of wealth. They have brought officialdom to its feet—but not enough to keep it standing. On September 12 there was introduced in the Board of Aldermen an ordinance providing that no motorman should operate a car in the city without fifteen days of experience on lines within the city. This ordinance was doomed to quiet death in a pigeon hole. In that much it differed from the Yonkers ordinance and a similar ordinance introduced in the city council of Chicago by Socialist Alderman John C. Kennedy during the car strike in that city in 1915. In that city the ordinance, backed by Kennedy and his Socialist colleague, William E. Rodriguez, became law. The effect of that ordinance was victory for the strikers, for no strike-breakers were permitted in Chicago after its passage. Of course, added to the weight of the ordinance was the magnificent organization of the carmen. Perhaps it would be more nearly accurate to say that the weight of the ordinance was added to the strength of the union and that victory would have been achieved in any event, but sure it is that the ordinance—a scrap of paper forced onto the law books by two fighting Socialist aldermen—was a powerful weapon for the workers.

In New York it was not to be so. It was to be a conflict fought out by the might that each could muster within its own ranks.

No other kind of organization could have struck at the heart of American capital and won victory from those who stand entrenched behind the barriers of the greatest financial institutions the world knows, as this organization has done in its 24 years of fighting for the under dogs of the nation's traction lines.

I seek no thorns, and I catch the small joys. If the door is low I stoop down. If I can remove the stone out of my way, I do so. If it be too heavy, I go around it. And thus every day I find something which gladdens me.—Goethe.

## DENIAL OF JUSTICE.

(Continuing the subject, "Causes of Industrial Unrest," that part of the Manly report under the sub-heading of "Denial of Justice," being the third of the group of subjects as from the pen of Hon. Basil M. Manly follows.)

No testimony presented to the commission has left a deeper impression than the evidence that there exists among the workers an almost universal conviction that they, both as individuals and as a class, are denied justice in the enactment, adjudication, and administration of law, that the very instruments of democracy are often used to oppress them and to place obstacles in the way of their movement toward economic, industrial, and political freedom and justice. Many witnesses, speaking for millions of workers as well as for themselves, have asserted with the greatest earnestness that the mass of workers are convinced that laws necessary for their protection against the most grievous wrongs can not be passed except after long and exhausting struggles; that such beneficent measures as become laws are largely nullified by the unwarranted decisions of the courts; that the laws which stand upon the statute books are not equally enforced; and that the whole machinery of Government has frequently been placed at the disposal of the employers for the oppression of the workers; that the Constitution itself has been ignored in the interests of the employers; and that constitutional guaranties erected primarily for the protection of the workers have been denied to them and used as a cloak for the misdeeds of corporations.

If it be true that these statements represent the opinions of the mass of American workers, there is reason for grave concern, for there are 25,000,000 of them, of whom 3,000,000 are welded together into compact organizations.

But if it be true that these charges are justified; if, in fact, our legislators, our judges, and executives, do not afford equal consideration to the workers and are concerned with protecting the rights of property rather than the rights of men, and at times even become the instruments for the oppression of the poor and humble, then the situation demands and must receive the prompt and decisive action of every right-thinking man in order that these evils may be eradicated and justice and liberty established in the place of injustice and oppression.

An enormous mass of evidence bearing upon these charges has been presented to the commission by witnesses or collected by its staff. This material is presented in some detail in another part of the report, but the summary which follows may be regarded as reasonably full and exact.

First, with regard to the enactment of laws, it is charged that the workers have been unable to secure legislation to protect them against grievous wrongs, except after exhausting struggles against overwhelming odds and against insidious influences.

The evidence bearing upon this question has dealt with the history of three principal lines of legislation in which the evils sought to be remedied are now universally admitted to have been very great, involving wanton destruction

of life, the exploitation of women and children, and the practical enslavement of American seamen. A careful examination has been made of the history of attempts to secure adequate legislation to prevent child labor, to protect women against extreme hours of labor and night work, to secure the safety of factories, railroads, and mines, and to provide for the safety, comfort, and liberty of seamen.

The history of child-labor legislation shows that although agitation for the protection and education of children began during the early part of the nineteenth century in Massachusetts, Rhode Island, Connecticut, New York and Pennsylvania, no adequate legislation was obtained until nearly the end of the century. Time after time in each of these industrial states the sentiment of the public was aroused, organization was effected, and well-drafted bills were introduced only to be killed in committee, emasculated or killed on the floor of the legislature, or passed with exceptions which rendered them entirely ineffective. Even met by every known trick of legislative chicanery. The whole history of the contest for adequate child-labor legislation is even now the attempt to reduce the hours of children below 12 per day was bitterly contested and being repeated in some of the Southern States, where laws prohibiting the employment of children are bitterly contested and beaten session after session by legislators, unsympathetic or controlled by the cotton-mill interests.

Similarly, although the movement to restrict the working hours of women and to prohibit night work began in Massachusetts and Pennsylvania as early as 1840, the first legislation limiting the hours was the 10-hour bill passed in Massachusetts in 1874, and night work went unregulated until the passage of the act of 1899 in Nebraska.

The movement for safety of life and limb in the factories and workshops, although pushed with great vigor in almost every session of the state legislatures after 1880, secured only a few acts providing for such obvious matters as the guarding of set screws and gears, but made practically no provision for their enforcement. No really effective action to promote safety took place until, after many years of hard fighting, the first workmen's compensation acts were passed between 1900 and 1910, which for the first time made the unsafe condition of factories directly expensive.

Even upon the railroads, where the safety of the public as well as of the workers was involved, at least 10 years of constant agitation on the part of the railroad brotherhoods and various interested citizens was necessary before the first Federal act providing for safety appliances was passed in 1893.

In the case of the movement to secure the safety, comfort, and liberty of seamen, it is a matter of record that Andrew Furuseth, president of the seamen's union, backed not only by all the members of his own organization but by the entire American labor movement, attended each session of Congress and devoted his whole energies to securing legislation upon this subject for the entire period of 22 years

from 1893 to 1915, when the seamen's bill finally became a law.

Other evidence has been presented covering the long fights to secure legislation to remove the evils of company stores, payment in scrip, prison labor, arbitrary deductions from wages, "sweating," tenement houses, and a number of other matters upon which adequate legislation has not yet been secured, except perhaps in a few states, although there has been unremitting agitation upon these questions for more than half a century. This evidence shows clearly that the workers have just grounds for the charge that the legislatures have been criminally slow in acting for the relief of grievous wrongs and have used every subterfuge to escape adequate and aggressive action, even while thousands of men, women and children were being killed, maimed, or deformed as a result of their negligence.

Evidence has further been presented to show that such a condition has not been the result entirely of the complacency or slothfulness of legislators, but that powerful influences have been at work to prevent such remedial legislation. The most convincing evidence presented upon this phase of the question is the record of the National Association of Manufacturers and its allied organizations, as contained in the testimony and findings before congressional committees, in the printed reports of that association and in the testimony before the commission of the representatives of various state employers' associations.

The persistent and bitter manner in which the railroads fought the laws providing for safety appliances, although the measures were moderate and necessary, not only for the safety of the traveling public, but for the efficient operation of the roads, is well known to Congress.

Perhaps the most significant statement regarding the insidious influences of this character is contained in a letter from Mr. L. M. Bowers, chairman of the board of directors of the Colorado Fuel & Iron Co., to the Secretary of Mr. John D. Rockefeller, Jr., under date of May 13, 1913. This letter reads in part:

The Colorado Fuel & Iron Co. for many years were accused of being the political dictator of southern Colorado, and, in fact, were a mighty power in the entire state. When I came here it was said that the C. F. & I. Co. voted every man and woman in their employ without any regard to their being naturalized or not, and even their mules, it used to be remarked, were registered if they were fortunate enough to possess names. Anyhow, a political department was maintained at a heavy expense.

The company became notorious in many sections for their support of the liquor interests. They established saloons everywhere they possibly could. This department was managed by one John Kebler, a brother of the one-time president of the company, who died about the time I came here, a victim of his own intemperate habits. A sheriff, elected by the votes of the C. F. & I. Co. employees, and who has been kept in office a great many years, established himself or became a partner in 16 liquor stores in our coal mines. The decent newspapers everlastingly lampooned the C. F. & I. Co. at every election, and I am forced to say the company merited, from a moral standpoint, every shot that was fired into their camp.

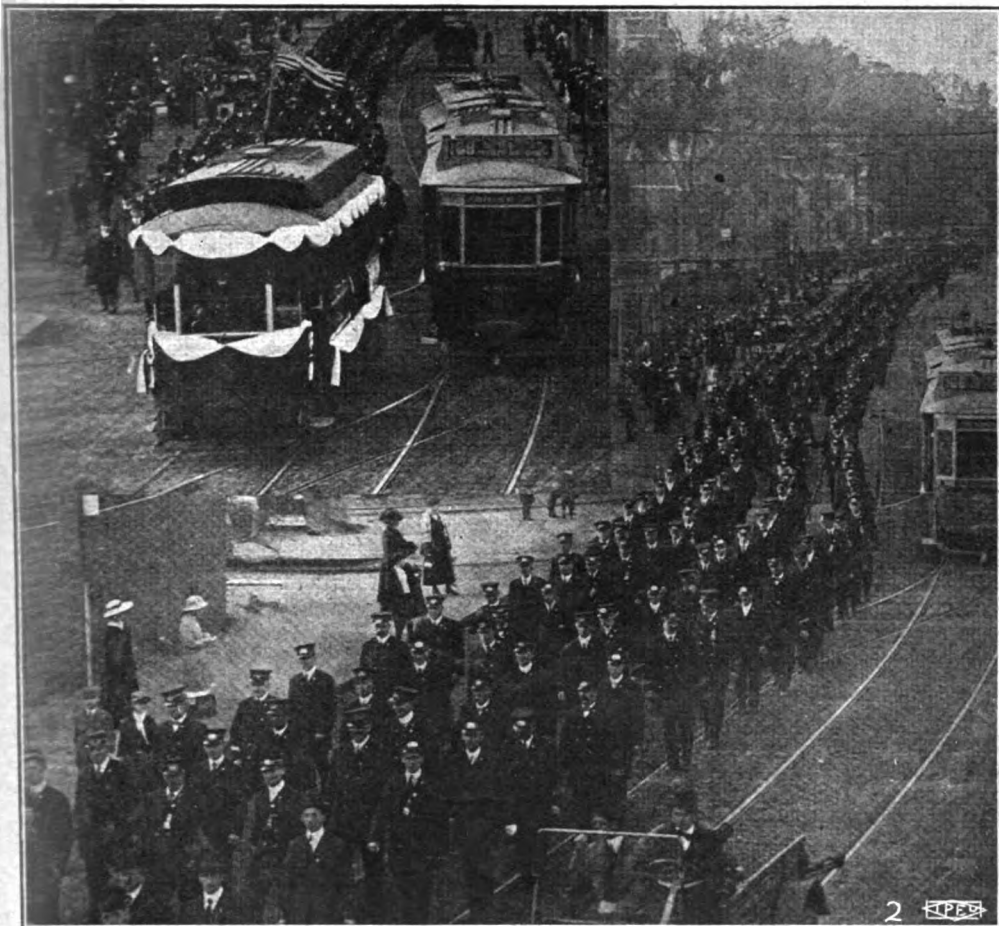
Second, it is charged by the workers that after wholesome and necessary laws are passed they are in large part nullified by the courts either upon technicalities of a character which would not be held to invalidate legislation favorable to the interests of manufacturers, merchants, bankers, and other property owners, or thrown out on the broad ground of unconstitutionality, through strained or illogical construction of constitutional provisions. It is argued that such action is doubly evil because the power to declare legislative act unconstitutional has been assumed by the courts in the face of a complete absence of legal sanction, in complete disregard of early decisions denying the possession of such power, and in complete contrast to the practices of the courts in every other country of the civilized world. It is not within our province to decide whether or not this assumption of power by the courts was justified. It is sufficient here merely to examine the evidence bearing upon the allegations that laws necessary for the correction of grave industrial abuses are nullified by strained interpretations or for reasons which would be insufficient in other cases, and that they are held unconstitutional upon pretexts which in reality are the outgrowth of economic bias on the part of the judges.

A large number of decisions illustrating these points have been brought to the attention of the commission, but only a few need be cited here. It has been held, for example, even that statutes requiring dangerous machinery to be guarded may be disobeyed by the employer, and children employed about such unguarded machinery are held to have assumed the risk. The same has been held regarding the employment of women.

Many other cases might be cited on the question of strained interpretation, bearing out the assertion made by Justice Lurton, of the Federal Supreme Court, when, in a case, he says:

The judgment just rendered will have, as I think, the effect to defeat the clearly expressed will of the legislature by a construction of its words that can not be reconciled with their ordinary meaning.

Probably there are no other cases which have created so much bitterness as those of personal injury in which the plaintiffs have been denied recovery of damages on the principles of "fellow servant," "assumption of risk," and "contributory negligence," and the obstacles which have been created by the courts to prevent the removal of these defenses for the employer have served only to intensify the feeling. The contrast in attitude of the judges can not better be shown than by considering that while they have held each employe of a corporation responsible under these three principles not only for his own involuntary acts but for the physical condition of the entire property and the conduct of each of his fellow workers, they have repeatedly absolved officials, directors, and stockholders from responsibility for accidents, even when the unsafe condition of the property had been published, or even when orders had been issued which were directly responsible for the accidents.



### FUNERAL CORTEGE OF LATE G. E. B. MEMBER FRED FAY.

By courtesy of the Boston Globe, through the agency of Business Agent M. J. Nesdale of Div. No. 589, Boston, Mass., the above picture of the funeral of late Brother Fred Fay is presented to the readers of the Motorman and Conductor. In explanation of the funeral and in commenting upon the death of Brother Fay, the Boston Globe, under the above picture, is quoted as follows:

"More than 1200 uniformed street railway carmen filed silently through a room banked with flowers at 22 Sedgwick street, Jamaica Plain, paying final tribute to Fred Fay, late general organizer of the Amalgamated Railway Employees of America, whose funeral took place from the home at 3:30. The men came from all New England, by special cars, and after gathering at the carbarn on South street, Jamaica Plain, they marched to the house.

"The services were conducted by the Rev. Thomas Van Ness of Boston. The cortege was escorted to the Forest Hills cemetery by the carmen, who marched four abreast. Every division of the association had a delegate present. The international office was represented by J. H. Reardon of the General Executive Board.

"Fred Fay was the leader of the great strike of the employees of the Boston Elevated Company in 1912. He handled the organizing of carmen on the Bay State and Providence divisions when trouble arose there. During the last three years he had been working sometimes more than 24 hours at a stretch, and the strain eventually resulted in a complication of diseases which brought on death last Tuesday evening.

"The pallbearers were: M. J. Nesdale, M. J. Higgins, Thomas G. Doyle, Thomas F. Shine, J. H. Reardon, William T. Egan, James F. Sheehan and James H. Vahey. The Boston office of the Amalgamated Association, Providence Division, and all divisions of the Boston system were represented by floral offerings."



# The Motorman and Conductor

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W. D. MAHON, President



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## ASSOCIATION

### Articles of Constitution

Section 1. The objects of this Association shall be to organize Division Associations.

Sec. 2. To place our occupation upon a high plane of intelligence, efficiency and skill; to encourage the formation in Division associations of Sick Relief Funds; to establish schools of instruction and examination for imparting a practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employer and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of daily labor, and by all legal and proper means to elevate our moral, intellectual and social conditions.

Unsigned communications cannot be published. Names of correspondents will not appear with their productions unless by special permission of the correspondent. Matter for publication should be in not later than the 2nd of the month, and should be written on one side of the paper.

The response of the membership of the Amalgamated Association to the appeal for support of the 11,000 New York striking street car men is a wonderful tribute to the membership and stands an undisputed tribute to their loyalty to purpose and principle. It is giving heart to the New York men who are on the firing line of this big Association battle.

Remember that all that is necessary to bear in mind is that the New York traction syndicate is required to collect 11,000 strike breakers and organize them into a capable, reliable service in order to break the New York strike. Such is the situation as long as the 11,078 strikers remain firm. And G. E. B. Member Wm. B. Fitzgerald is authority for the statement that the men on strike will remain firm.

The 36th Annual Convention of the American Federation of Labor will prove to be an assemblage of the greatest collective body of wage earners ever held upon the American continent and reports will show that the organization has ascended to the greatest membership in its history. The average membership for the year 1916 was 2,072,702. The average for 1915, the previous year, was 1,946,347, showing an increase of 126,355 members. This, however, represents less than 50 per cent of

the actual aggregate increase in membership as of the year ending September 30, 1916. The actual increase in membership during the year was approximately 200,000.

The United Garment Workers desire to caution members of organized labor against a bogus label that is being used by certain manufacturers and clothing stores. The numbers upon the genuine label appear in red, except in the shirt and white duck labels, which appear in black.

In the Springfield, Mo., injunction case involving Div. No. 691 of the Amalgamated Association, in which the street railway company, by the bonding company, sought an injunction to enjoin its employees from going on strike to enforce the arbitration provision in the agreement, Judge Woodrough of the United States District Court refused to grant the injunction and directed the company to live up to its agreement. The company, however, refused to comply with the suggestion of the court that it live up to the agreement and the result is that Div. No. 691 went on strike to enforce respect, not only for the agreement, but for the decision of the court. This is a case where the decision of the court was not convenient to the pleasure of the employing company. It serves as an illustration.

## OCTOBER WORK OF INTERNATIONAL OFFICERS.

International President W. D. Mahon during October granted charters for the institution of Divs. Nos. 734, Muskogee, Ala., organized by A. F. of L. Organizer Edgar Fenton; 735, Jacksonville, Fla., organized by A. F. of L. Organizer Arthur Peep, and 736, Shawnee, Okla., organized by A. F. of L. Organizer H. C. Meyers. President Mahon landed in New York at the end of his European trip Oct. 1, where his presence was being awaited by G. E. B. Member Wm. B. Fitzgerald and associates, who were directing the New York strike situation. He remained in New York for two days, where he investigated the situation and laid plans for the further prosecution of the strike, after which he returned to the General Office. During the month he visited Chicago, where he counselled with the officers and members of Divs. Nos. 241 and 308, upon the New York strike situation. He later went to Pittsburgh, Pa., where at the close of the month he was in advisement with the officers of that local upon seniority questions involving employment upon interurban roads.

Vice-President J. J. Thorpe in October, under advisement of his physician, went to Hot Springs, Ark., where at the close of the month he was receiving treatment on account of impairment of his health. Upon the death of G. E. B. Member Fred Fay, which occurred Sunday, Oct. 8, Vice-President Thorpe automatically, by virtue of the laws of the Association, became General Executive Board Member pro tem, a position he will hold jointly with that of First International Vice-President.

Vice-President W. F. Welch in October was dispatched to Pottsville, Pa., to assist Div. No. 118 in adjustment of cases of dismissal and suspension of members of the local. He was successful in securing a settlement of the cases.

Vice-President George Keenan, aside from visiting Divs. Nos. 729, Hempstead, and 716, White Plains, N. Y., continued in assistance of G. E. B. Member Wm. B. Fitzgerald in the conduct of the strike of the locals of Greater New York, which was in progress at the close of the month.

Vice-President Ben Commons in October visited Chattanooga, Tenn., to assist Div. No. 715 upon agreement work. Upon arrival there, however, the situation was under the direction of Organizer Chris Cline. From this situation he was dispatched to Jacksonville, Fla., where Div. No. 735 had been organized and the company had instituted a lockout. While upon this situation, however, he became afflicted with ill-health and was returned to his home in New Orleans.

Vice-President P. J. O'Brien, aside from assisting G. E. B. Member Fitzgerald upon the New York strike situation, rendered assistance to Div. No. 269, Danbury, Conn., where a dispute had arisen relative to a provision of the new agreement. He had returned to New York at the close of the month.

Vice-President Joe Gibbons in October visited Ottawa, Ont., where he assisted Div. No. 279 in the adjustment of matters of grievance.

International Treasurer Rezin Orr, after turning over the affairs of the International Office to the International President upon the latter's return, assisted Div. No. 616, Windsor, Ont., in advisement upon attempted wage negotiations, which was later referred for action under the process of the Dominion Labor Disputes Investigation Act. He was dispatched to New York City, where he gave advice upon the regulation of the internal affairs of the New York City locals on strike, preparatory to systematic defense support. From this situation he was dispatched to Wilkes-Barre, Pa., where Div. No. 164 is on strike. This visit was made upon appeal of authorities that believed that a settlement of the strike was under way. Upon reaching Wilkes-Barre, however, he found that the situation had been complicated by the dismissal of several policemen who had refused to ride cars for strike-breaking purposes. This action on the part of the mayor had aroused a protest from the membership of Div. No. 164, whom he found to be in a frame of mind to protest the action of the authorities in dealing with the police. He later visited Chicago, where he attended meetings of Divs. Nos. 241 and 308 in the interest of the New York strike situation. He also attended a meeting of Div. No. 627, Cincinnati, Ohio, upon the same proposition and rendered assistance to Div. No. 628, Covington, Ky., upon a grievance involving the question of reinstatement of a dismissed member. He was later dispatched to Fort Smith, Ark., where at the close of the month he was assisting Div. No. 674 upon agreement work.

G. E. B. Chairman J. C. Colgan, who at the beginning of October was assisting Div. No. 215, Wheaton, Ill., in preparation of a wage arbitration with the employing company, was later dispatched to Springfield, Mo., where the local management of the company was charged with violation of agreement between Div. No. 691 and the company. The specific case was that of the dismissal of the secretary of the local for various charges of minor offenses, which were regarded as trumped up and of not sufficient seriousness for the penalty inflicted and which, after investigation, the local submitted for arbitration. While the agreement provides that upon failure to reach a mutual satisfactory adjustment of a question of grievance at issue, the matter in dispute shall be subject to arbitration, the company held that under another provision of the agreement which read: "Any employe violating any of the rules and regulations of the company shall

be subject to suspension or discharge by the company" eliminated cases of dismissal from the provision of the arbitration section under the agreement. Board Member Colgan was unable to effect an adjustment and a strike vote was taken designing to enforce compliance with the agreement by strike. The company sought an injunction in the Federal Court to restrain the local from going on strike. The court dismissed the petition for this injunction, after which in accordance with another provision of the agreement, the local demanded the immediate reinstatement of the dismissed official. This provision was, in effect, that after a certain period from date of notice to arbitrate, failure of acceptance of arbitration is in effect a failure of charges against the employe and his reinstatement should automatically result. The company again refused to comply with this latter provision of the agreement, whereupon the local on October 5 went on strike. Chairman Colgan was upon this situation at the close of the month.

G. E. B. Member Edw. McMorrow during the month of October was in charge of the interests of the Association at Atlanta, Ga., where the membership of Div. No. 732 were locked out.

G. E. B. Member Magnus Sinclair early in October, upon recommendation of Div. No. 616, Windsor, Ont., was appointed to a Board of Mediation under the Dominion Industrial Disputes Act, before which board was to be submitted the agreement dispute between the Windsor local and the employing street railway company, and served upon this board, his duties as arbitrator being completed October 28, when he was dispatched to Indianapolis, Ind., to assist Div. No. 645 upon agreement work and was upon that work at the close of the month.

G. E. B. Member Wm. B. Fitzgerald in October continued in charge of the New York strike situation involving various locals on strike in and about New York City. At the close of the month he reported the membership of the various locals upon the lines of the two employing syndicates as standing firm, 11,078 members being involved upon both systems.

G. E. B. Member P. J. Shea during the month of October assisted Board Member Fitzgerald in direction of the New York strike situation. He also visited Wilkes-Barre, Pa., in company with International Treasurer Rezin Orr, at a time when the presence of representatives of the Association was requested in the interest of a proposed strike settlement, which failed to materialize. He visited Pottsville, Pa., upon grievance work, but upon his arrival found that Vice-President W. F. Welch had effected a settlement. He was later dispatched to Cleveland, Ohio, to explain to Div. No. 268 the New York strike situation.

G. E. B. Member John H. Reardon at the close of October continued upon agreement work in the interest of the various locals employed upon the Bay State Railway system. He also assisted Div. No. 537, Holyoke, Mass., upon arbitration work and rendered assistance to Div. No. 620, Framingham, upon agreement work, and 589, Boston, Mass., upon an agreement provision dispute governing seniority employment of barn men and matters of internal affairs of the local. He rendered assistance to Div. No. 600, Waltham, and 546, Northampton, Mass., upon agreement work in process in the interest of those locals respectively.

## STRIKES AND LOCKOUTS.

Div. No. 528, Tarentum, Pa., has now extended its strike far exceeding a year of duration. Cars are being operated, but under serious jitney competition. It seems that this situation will continue until the company changes its course and recognizes the right of employes to organize.

Div. No. 164, Wilkes-Barre, Pa., is as firm in determination to carry its contest to a successful conclusion as at the beginning. Neither has there arisen any discouragements.

Div. No. 699, Washington, D. C., locked out from employment upon the Washington and Virginia line, reports the protest of the members unchanged. The company is operating its cars at a heavy loss due to the bus competition being operated by the locked out members.

Div. No. 711, El Paso, Texas, reports the lockout situation unchanged. The company is operating a limited number of cars poorly patronized.

Div. No. 709, Harrisburg, Pa., the members of which were locked out July 16, depended for success of their protest upon the operation of auto bus service. The company found favor at the hands of the city administration, and particularly the mayor, and secured a prohibitive jitney service ordinance. This ordinance drove the auto bus competition from the streets. The local appealed to the city council to modify the ordinance so that it would permit of the required competition. This the city fathers refused and compelled the local to submit the ordinance by initiative petition to the voters. The local reports that the jitney ordinance was recalled by a vote of 1,167 majority at the recent election. This restores competition which will render the operation of the cars unprofitable to the company until settlement is effected.

Div. No. 710, Logansport, Ind., the members of which were locked out July 18, con-

tinues its protest without discouraging features.

Divs. Nos. 490, Yonkers, 498, Mt. Vernon and New Rochelle, 581, Bronx, 720 and 722, New York City, 723, Long Island City, 730 and 731, New York City, continue on strike with the membership unwavering. Various attempts have been made by the employing syndicates to break the ranks of the strikers, but without avail. The managements of the companies have been unable to establish even a 50 per cent service with strike-breakers. The cause of this strike was a direct violation of agreement supplemented by an attempt to foist a "master and servant" individual contract upon employees.

Div. No. 732, Atlanta, Ga., on September 30 declared a condition of lockout to exist and all members who had not been dismissed from the service suspended work, practically tying up the entire street railway system of the city. This local was organized September 23, by Business Agent William Pollard of the Electrical Workers and President H. O. Teat of the Brotherhood of Firemen and Enginemen. As soon as the company became aware of the movement they discharged such of the employees as they suspected to be responsible for encouragement of the organization and declared a policy not to tolerate in employment members of the Amalgamated Association. G. E. B. Member Edw. McMorrow is at present in charge of the situation in the interest of the locked out employees and reports encouragingly.

Div. No. 148, Albany, N. Y. went on strike October 2 to enforce conditions of agreement. It was charged that the company violated a provision of agreement by dismissing an employe without giving him a hearing and privilege of defense as provided by a section of the existing agreement. This strike was settled October 4, by submitting the dispute to arbitration. The strike was directed by the local officers.

Div. No. 132, Troy, N. Y. went on strike October 2 in concert with Div. No. 148, Albany, N. Y., to enforce observance of the existing agreement relative to the dismissal of employes. This strike was declared off on a settlement of the Albany strike. The strike was directed by local officers.

Div. No. 691, Springfield, Mo., went on strike, October 5. The immediate cause of this strike was violation of agreement on part of the local management of the company. The secretary of the local was dismissed from the service by the superintendent upon petty charges of violations of rules of the company, such as talking to the motorman, looking at a newspaper while on duty and carrying a passenger by,

etc. The agreement provides that such cases of dismissal shall be investigated by the officers of the local and if in their opinion the dismissal is found unwarranted, they may request the reinstatement of the employe and upon refusal, may order the case to arbitration and the case shall be a subject for arbitration. The company, however, assumed to take advantage of a provision of the agreement in which it is agreed that employes who violate rules shall be subject to suspension or dismissal. The company assumed that this provision eliminated the cases of dismissal from the arbitration provision of the agreement, or in other words that such case could not be listed as a grievance. Upon the refusal of the company to arbitrate the case, the employes assumed it to be a violation of the agreement and voted to go on strike in protest of such violation. The company, then, filed a petition with the federal court for injunction to restrain the employes from going on strike, charging that such a course would be a violation of the agreement. This petition involved the question of violation of agreement. At the hearing the court denied the petition for injunction, because it was not based upon tenable grounds, thus controverting the position of the company that the case was not arbitrable. Another provision of the agreement is in effect that in the event the company fails to name its arbitrator within a certain period (which had expired) it shall lose its case, or in other words the case is automatically won by the Division. Basing its position upon this feature of the agreement, the local demanded the immediate reinstatement of the dismissed employe, which was refused. The superintendent of the company is also quoted as having made the statement that he would "also refuse to arbitrate the case." It was in protest of this latter violation of the agreement that the strike was declared, as above stated, October 4. The situation is under the immediate advisement of G. E. B. Chairman J. C. Colgan. The public are in full accord with the effort of the striking street-car men.

Div. No. 635, Jacksonville, Fla., declared a lockout to exist and suspended work October 21. This local was previously organized by President Arthur Keep of the Central Trades and Labor Council. The company immediately instituted a lockout. Although this situation was rendered some assistance by Vice President Ben Commons, through illness he was compelled to return to his home and Organizer Keep and other local labor representatives are assisting the locked out men in the maintaining of a vigorous protest against the action of the company.

Div. No. 736, Shawnee, Okla., went on strike October 31. This local was organized October 23 and through a committee

immediately submitted a request for increased wages and improved working conditions. The management of the company refused to entertain the proposition and the strike was the consequence. The local is being assisted by A. F. of L. Organizer H. C. Myers.

#### AGREEMENT INNOVATIONS.

The recent renewal of agreement by and between the Fort Smith Light & Traction Company and Div. No. 674, Amalgamated Association of Fort Smith, Ark., provides for a two cents per hour increase in wages.

There are many splendid features of the agreement, which contains 26 sections, many of which are quite lengthy.

Section 17 of the agreement provides that "On proper orders signed by the members of the Association the company will, until otherwise ordered, deduct from their pay, on the 5th day of each month, the amount of Association dues and assessments, they so authorize the company to deduct, and pay the same over to the financial secretary of the Division.

"When employees and other members of the Association leave the service of the company, the company shall require, and the employee agrees to furnish a statement from the financial secretary of the Association stating the amount of dues and assessments then due to date, and in that event the company shall deduct the amount due the Association from the pay of said employee."

The above is an unusual provision in the affairs of the Amalgamated Association. It relieves the financial secretary of the work of collecting dues and relieves the local of the expense of dues collecting. It also assures the membership of good standing in respect to liability of the Association for benefits.

Section 20 of the agreement provides for arbitration of disputes, failure of adjustment of which may result from conferences. This feature is unusual in respect to the selection of a third arbitrator. For the choosing of arbitrators the second clause of the section provides as follows:

"The company to select one man, the employees to select one, and the two thus chosen, before entering upon the performance of their duties, shall select the third arbitrator, and if they cannot agree upon the third arbitrator within 48 hours the chancellor of the Arkansas Tenth Circuit will tender five names; the arbitrator selected by the company to have the right to strike out two names and the arbitrator selected by the employees to have the right to strike out two names, and the remaining name shall be that of the third arbitrator, neither side to see the name stricken out and if more than one name remains to alternate in striking. The first two arbitrators chosen shall hold daily meetings to consider the matter submitted to them for four consecutive days, and if they cannot agree by the expiration of the fourth day they shall immediately call the third

arbitrator already selected and the three arbitrators shall likewise hold daily meetings to consider the matter referred to them for four consecutive days, at the end of which time they shall make their decision, provided, however, that by actual consent of both parties to this agreement said time may be extended. The decision of the majority of said board submitted in writing to the company, and to the Association, shall be binding upon the parties hereto."

The above provision is most unique.

Another provision of the agreement, Section 21, provides that the expulsion of a member from the Association as well as the dismissal of a member from the service of the company is a subject for arbitration. The agreement stands as a precedent in that respect. The section reads:

"Any member expelled from Div. No. 674 pursuant to the rules of the Association shall be discharged by the company upon the request of the Association when a certified copy of such resolution of expulsion shall be laid before the general manager together with a statement with the cause of his expulsion; provided, however, should the company decide that the ground for the expulsion of the member from the Division was not sufficient ground to discharge him from the employment of the company, then, in such event, the matter shall be arbitrated as herein provided, and if the arbitrators decide for the company, said employee shall not be molested by the Association or interfered with in the due performance of his duties."

The regular arbitration clause provides for the arbitration of dismissed employees, disputes upon the dismissal of which most failure of adjustment by conference.

The agreement is signed for the Fort Smith Light & Traction Company by Vice-President and General Manager D. C. Green, attested by Secretary John Brizzolaro, and for the Association by President D. C. Davies, attested by Secretary P. H. Wasson. The local was assisted in negotiating the agreement by International Treasurer Rezin Orr.

Div. No. 674 completed its first year of employment under collective agreement Oct. 31, 1916. During that entire year, although the agreement fully provided for adjustment of all grievances by conference or arbitration, the officers of the local were not required to meet the officers of the company in a single grievance or upon a single arbitration case. International Treasurer Orr, in making mention of this fact, states that it is the only instance of the kind in the history of the Association that has ever come to his attention; that while there are many locals that pass through their agreement periods without being compelled to resort to arbitration, yet this is the only one in which grievances have not arisen requiring at least conferences as a source of adjustment. This record speaks in great praise of both the management of the company and the character of employees constituting the membership of the local.

## LABOR AND POLITICS.

Unjust Criticism of President Gompers.

Inspiration comes from the published criticisms of President Samuel Gompers of the American Federation of Labor upon his attitude in the recent political campaign, to investigate the relations of labor and politics, or at least a comparative nature of these two institutions, if the former may be called an institution, and labor organized is an institution.

Why did President Samuel Gompers and the Executive Council of the American Federation of Labor take an active part in the re-election of President Woodrow Wilson and why did they appeal to organized labor, generally, to support President Wilson for re-election?

To those who are familiar with the proceedings of the recent past conventions of the American Federation of Labor, it is well known that the American labor movement instructed the President and its Executive Council to take a hand in politics—to become active politically. The cause for this was the belief that things are obtainable in the interest of labor through politics, through legislation and through the national executive authority—the president of the United States.

The instructions to the Executive Council of the American Federation of Labor through the convention was not limited to seek the election of a president and a congressman who would vote for certain remedial measures sought in the interest of the labor movement, but went farther than that and instructed that they endeavor to politically defeat the enemies of labor; in other words, "elect labor's friends and defeat labor's enemies."

Politically a division came in the Republican ranks four years ago. At the national convention of that party held in Chicago, it developed that the representatives of the various groups of voters that made up the party were incompatible and they divided into what were known as "stand-patters" and "progressives" and a new party was created.

Submitted by President Gompers and his associates to the conventions of all three of these parties were the planks they had been instructed by the previous convention to submit to the various political parties. Had all three of these parties accepted those planks, then there could have been no distinction. Mr. Taft, of course, had already inherited the suspicion of labor through the course of his judicial career in respect to the conveniencing of his court to the interests of the employers, as against the interests of the trade union movement, by injunction, but this could have been overlooked. However, the Republican party refused to endorse the labor planks. The Progressive party and the Democratic party did accept of those planks and embraced them in the language

used in the provisions contained in the platforms of those two parties. In other words, both the Progressive and the Democratic party were pledged to the interests of labor, a pledge that the Republican party refused to assume.

Four years elapsed. Mr. Wilson, as the leader of the Democratic party as well as the executive of the United States, made good with labor. The Democratic party in those four years hewed straight to the line and either fulfilled or attempted to conscientiously fulfill every labor pledge in the Democratic platform.

After more than twenty years of persistent effort the granting of injunctions by federal judges are modified favorable to labor by enactment of the so-called Clayton Law. The Child Labor Law was enacted as were numerous other laws, among which, notably, was the Seamen's Act. And not the least of all is the fact that labor, through the Secretary of Labor, has enjoyed a voice in the president's cabinet. President Wilson's course was that of a Democrat in the true sense of the United States' democratic form of government.

In the course of the conventions of the American Federation of Labor during the period of the administration of President Wilson, the previous instructions to the President and Executive Council of the A. F. of L. were confirmed, including the tenet to strive to "elect the friends and defeat the enemies of labor." No one can question the importance of that instruction. Again the American Federation of Labor applied to the conventions of political parties to embody labor's planks. Again the Republican party sidestepped and gave full voice to the opposition of labor. But the Progressives and Republicans reunited, leaving but the two old parties as the principals upon the political field, with Mr. Hughes as standard bearer for the Republican party and Mr. Wilson as the standard bearer of the Democratic party.

How were the members of organized labor to act in a campaign of this kind, with the American labor movement pledged to "defeat its enemies and elect its friends" and support the platforms that embodied labor's planks? Was it for the advisory head of the American Federation of Labor—Mr. Samuel Gompers—to recommend to the trade unionists, the members of various labor organizations, to support and vote for Mr. Hughes, the candidate of the Republican party? Was it for him to remain silent? In the reply we find the answer to the political critics of President Samuel Gompers.

Let us for a moment follow Mr. Hughes, the Republican candidate. In all of his campaigning he never neglected an opportunity to condemn the Adamson Law, by the enactment of which the American government placed its stamp of approval upon the eight-hour service day, not a bad thing for labor. Some charge that it points the



way to abandon trade unionism and seek industrial adjustments by legislation. But those critics fail to credit the fact that labor, to obtain things by legislation, even, must necessarily be organized. The Adamson Law was not enacted through any appeal of non-unionists. It was enacted at the voice of organized labor. Besides, it is a law regulating employment upon a public utility, where public policy would point out that laws for safety are within prudent police regulation. Whatever may be the criticism of the Adamson law, it was a labor measure sought by and enacted for organized labor and the labor movement is responsible, even if it proves to be an indiscreet law.

Neither did Mr. Hughes pass an opportunity to pledge himself and his administration to the interests of big business, and that meant special privilege. For his devotion to and espousal of the interests for which employers' associations stand, he was wine and dined by them throughout the entire course of his campaign.

Every speech of his was seeped with "efficiency" in a tone to be impressive as not an efficiency in the ordinary affairs of men, but stop watch efficiency sought by the employers' association in antagonism to the trade union movement.

So efficient was the campaign of the Republican party managed to the satisfaction of those in opposition to trade unionism that Mr. Hughes was led to even characterize himself as in opposition to the live efforts of those who were struggling to better their wages and conditions in the face of this Employers' Association efficiency. A single instance—that of a banquet tendered him in San Francisco, where he broke bread served by scab waiters within the actual turmoil of a vigorous strike of the Waiters' Union. There Mr. Hughes was the victim of the very efficiency of the managers of his campaign, the efficiency of strike-breaking waiters under the despotic lash of non-unionism.

Is there a member of the trade union movement that would expect to escape the charge of inconsistency in the event that he should patronize a scab eating house where his meal would be served by strike-breakers?

The attitude of the management of the Republican party towards organized labor lost to Mr. Hughes, its standard bearer, the state of California. It, too, lost him the state of Ohio, either one of which was a balance of power. There is little doubt that the trade union movement swung New Hampshire into line and quite probably other states.

No one can question that had the trade union movement lain dormant and taken no active part in this political campaign, Mr. Hughes would have been triumphantly elected president of the United States. Neither will anyone question that had he been elected the Adamson Law would have been repealed, the Clayton Anti-Injunction

Law would have been repealed, the Seamen's Law would have been amended to make it ineffective in matters to the interest of labor and all that labor accomplished in the last four years in a legislative way would have gone to the winds. Those laws have not been long enough upon the statute books to become fixed and permanent through custom.

There was not another party in the field with which the trade union movement could affiliate and defeat the Republican party.

In this campaign just closed, fortunately, organized labor proved to be the balance of power, and through exercising that balance of power, organized labor can assume the credit of having elected the president of the United States. The directorate or advisory board of that balance of power is the Executive Council of the American Federation of Labor allied with the like advisory authority of the various brotherhoods, and it would have been inconsistent, most extremely inconsistent, and would have invited the most just criticism for that advisory authority to have directed its efforts in any other course than that which consummated the purpose.

For the first time in the history of American politics the trade union movement can felicitate itself upon having been in control of the balance of power that elected the president of the United States. Thus for the first time in American politics the trade union movement has the right to claim the credit for the election of a candidate to the presidency of the United States.

The wisdom of the course must necessarily be left to the forthcoming events of the succeeding four years.

Can critics be credited with any just cause for the condemnation of President Samuel Gompers of the American Federation of Labor? Did he not carry out the mandates of the labor movement from which he receives instructions?

Disbursements from the Death and Disability Fund during the month of August, 1916, were made to beneficiaries on death and disability claims as follows:

Deaths.	
W. D. Robbins, financial secretary of Div. No. 113, for beneficiaries, death claim of M. Kelly, deceased, late member of Div. No. 113, Toronto, Ont.; cause, pulmonary tuberculosis...	\$200.00
Mrs. C. E. Tedrow, beneficiary, death claim of C. E. Tedrow, deceased, late member of Div. No. 441, Des Moines, Iowa; cause, lupus .....	\$200.00
Mrs. W. T. Sherman, beneficiary, death claim of W. T. Sherman, deceased, late member of Div. No. 613, Providence, R. I.; cause chronic bronchitis and mitral regurgitation .....	100.00
Mrs. Adele Duplantis and Mrs. Louise Terrell, beneficiaries, death claim of Chas. A. Fortin, deceased, late member of Div. No. 194, New Orleans, La.; cause, general paralysis of the insane .....	\$200.00
Mrs. Perley H. Sawyer, beneficiary, death claim of Perley H. Sawyer, deceased, late member of Div. No. 23, Worcester, Mass.; cause, endocarditis and nephritis .....	\$500.00
William W. Wilson, executor of will for beneficiaries, death claim of W. B. Wilbur, deceased, late member of Div.	

No. 618, Providence, R. I.; cause, appendicitis, gangrenous peritonitis, operation.....	250.00
Mrs. Thomas H. Newton, beneficiary, death claim of Thomas H. Newton, deceased, late member of Div. No. 88, Pittsburgh, Pa.; cause, tumor in the abdomen.....	250.00
Mrs. J. M. Drexel, beneficiary, death claim of J. M. Drexel, deceased, late member of Div. No. 194, New Orleans, La.; cause, angina pectoris.....	800.00
Mrs. Hattie Lang, beneficiary, death claim of Harry F. Lang, deceased, late member of Div. No. 241, Chicago, Ill.; cause, organic heart disease.....	800.00
Mrs. Charles G. Fletcher, beneficiary, death claim of Charles G. Fletcher, deceased, late member of Div. No. 589, Boston, Mass.; cause, cerebral hemorrhage and chronic nephritis.....	250.00
Mrs. Nora Walsh, beneficiary, death claim of Patrick Walsh, deceased, late member of Div. No. 589, Boston, Mass.; cause, cancer of stomach.....	150.00
Mildred Osia, beneficiary, death claim of Frits Osia, deceased, late member of Div. No. 589, Boston, Mass.; cause, endocarditis and heart failure.....	250.00
Mrs. Anna Butler, beneficiary, death claim of Thomas Butler, deceased, late member of Div. No. 182, Troy, N. Y.; cause, hemorrhage of the brain.....	800.00
Catherine Murphy, beneficiary, death claim of Patrick Murphy, deceased, late member of Div. No. 382, Rochester, N. Y.; cause, tubercular Psoas abscess and diphtheria.....	100.00
Mrs. John Bellward, beneficiary, death claim of John Bellward, deceased, late member of Div. No. 228, Joliet, Ill.; cause, appendicitis, peritonitis and pneumonia.....	100.00
William J. McAndrews, executor of will and guardian of minor son, beneficiary, death claim of Roger Hayes, deceased, late member of Div. No. 148, Albany, N. Y.; cause, hardening of the arteries and influenza.....	700.00
Emine Gerlach, beneficiary, death claim of Herman Gerlach, deceased, late member of Div. No. 818, Rock Island, Ill.; cause, heart prostration.....	800.00
Mrs. Mary L. Darnell, beneficiary, death claim of Owen C. Darnell, deceased, late member of Div. No. 648, Indianapolis, Ind.; cause, pyonephrosis, complicated by urinary infiltration.....	150.00
Mrs. Willis H. Cook, beneficiary, death claim of W. H. Cook, deceased, late member of Div. No. 308, Chicago, Ill.; cause, biliary cirrhosis of liver.....	800.00
Mrs. Lizzie Logeman, beneficiary, death claim of Fred Logeman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, delirium tremens.....	800.00
C. A. Turner, financial secretary of Div. No. 662, for beneficiary, death claim of H. W. Lakin, deceased, late member of Div. No. 662, Pueblo, Colo.; cause, uraemic convulsions, following sub-acute Bright's disease.....	150.00
Mrs. Ellen J. Pelow, beneficiary, death claim of Edw. W. Pelow, deceased, late member of Div. No. 368, Cleveland, Ohio; cause, heart trouble.....	800.00
Jennie McEncrowe, beneficiary, death claim of James O'Neill, deceased, late member of Div. No. 459, Bridgeport, Conn.; cause, chronic intestinal nephritis.....	100.00
Nellie Hansen, beneficiary, death claim of Peter S. Hansen, deceased, late member of Div. No. 459, Bridgeport, Conn.; cause, tuberculosis.....	250.00
Elizabeth Hennessey, beneficiary, death claim of Michael J. Hennessey, deceased, late member of Div. 459, Bridgeport, Conn.; cause, Cardio-renal disease.....	700.00
A. Scobie, financial secretary of Div. No. 99, for Mary Jane Martin, guardian of minor children, beneficiaries, death claim of Wm. Martin, deceased, late member of Div. No. 99, Winnipeg, Man.; cause, pneumonia.....	800.00
Joseph E. White, financial secretary of Div. No. 569, for executor of will for beneficiaries, death claim of Robert Kemp Farrant, deceased, late member of Div. No. 569, Edmonton, Alta.; cause, chronic constipation, acute myocarditis, thrombosis, and pneumonia.....	250.00
Mrs. Rose Bergin, beneficiary, death claim of David H. Bergin, late member of Div. No. 26, Detroit, Mich.; cause, Peritonitis and appendicitis.....	700.00
Mrs. J. E. Newton, beneficiary, death claim of James E. Newton, deceased, late member of Div. No. 618, Providence, R. I.; cause, accident—fell from running board of car, fracturing skull.....	150.00
L. F. Laytham, president and business agent of Div. No. 192, for beneficiary, death claim of E. R. Gibson, deceased, late member of Div. No. 192, Oakland, Cal.; cause, chronic interstitial nephritis.....	150.00
Laura McIntire, beneficiary, death claim of Harry N. McIntire, deceased, late member of Div. No. 600, Waltham, Mass.; cause, accidental drowning.....	250.00
Sarah M. Kingman, beneficiary, death claim of Carroll F. Kingman, deceased, late member of Div. No. 241, Chicago, Ill.; cause, mitral insufficiency and chronic nephritis.....	800.00
Mrs. Charlotte Nancarrow, beneficiary, death claim of James H. Nancarrow, deceased, late member of Div. No. 241, Chicago, Ill.; cause, chronic nephritis.....	800.00
Mrs. Anna Shuford, beneficiary, death claim of J. E. Shuford, deceased, late member of Div. No. 382, Rochester, N. Y.; cause, valvular heart disease.....	800.00
Mrs. Antonette Delaney, beneficiary, death claim of W. Delaney, deceased, late member of Div. No. 628, Covington, Ky.; cause, tuberculosis.....	250.00
Mrs. E. Belle Claus, beneficiary, death claim of J. J. Claus, deceased, late member of Div. No. 26, Detroit, Mich.; cause, paralysis.....	800.00
Annie A. Scott, beneficiary, death claim of Patrick J. Scott, deceased, late member of Div. No. 589, Boston, Mass.; cause, accident—struck by elevated railroad train, causing multiple injuries, including fractured skull.....	250.00
Mrs. Elizabeth Mayor, beneficiary, death claim of William C. Mayor, deceased, late member of Div. No. 241, Chicago, Ill.; cause, meningitis and cerebral hemorrhage.....	800.00
Thomas C. Kennedy, power of attorney for beneficiary, death claim of Patrick Sugrue, deceased, late member of Div. No. 241, Chicago, Ill.; cause, acute heart exhaustion and lobar pneumonia.....	700.00
Mrs. Alex. J. Burnett, beneficiary, death claim of Alex. J. Burnett, deceased, late member of Div. N. 88, Pittsburgh, Pa.; cause, cancer of stomach.....	600.00
Mrs. Helen Ralston, beneficiary, death claim of Ernest R. Ralston, deceased, late member of Div. No. 611, Kankakee, Ill.; cause, Bright's Disease.....	100.00
Mrs. Margaret Bird, beneficiary, death claim of John Bird, deceased, late member of Div. No. 101, Vancouver, B. C.; cause, bronchitis.....	800.00
Mrs. Martha K. Anderson, beneficiary, death claim of John A. Anderson, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pneumonia.....	600.00
Mrs. Mary Nothelfer, beneficiary, death claim of Frank Nothelfer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, tuberculosis of the brain.....	400.00
Mrs. J. H. Tomlinson, beneficiary, death claim of J. H. Tomlinson, deceased, late member of Div. No. 618, Providence, R. I.; cause, asphyxia, suicide by hanging.....	250.00
Margaret Casey, beneficiary, death claim of Frank Casey, deceased, late member of Div. No. 498, Mt. Vernon and New Rochelle, N. Y.; cause, accident—fracture of vault and base skull, cerebral laceration and hemorrhage, striking head against trolley pole.....	250.00

**Disability.**

Sanford Palmer, member of Div. No. 235, Brockton, Mass.; cause, general paresis, which was brought on from injuries received in an accident while on duty .....	800.00
Leo Williams, member of Div. No. 506, Rensselaer, N. Y.; cause, street car accident—head-on collision between passenger and express car, causing amputation of left leg below knee....	400.00
Total .....	\$23,700.00

Disbursements from the Death and Disability Fund during the month of September, 1916, were made to beneficiaries on death, disability and old age claims as follows:

**Death Benefits.**

Mrs. Bertha Clack, beneficiary, death claim of Charles Clack, deceased, late member of Div. No. 241, Chicago, Ill.; cause, suicide by gas .....	\$800.00
Mrs. Josephine Francoeur, beneficiary, death claim of Derrick Francoeur, deceased, late member of Div. No. 241, Chicago, Ill.; cause, insolation and heat prostration .....	800.00
Mrs. J. Biederman, beneficiary, death claim of J. Biederman, deceased, late member of Div. No. 308, Chicago, Ill.; cause, general exhaustion .....	100.00
Mrs. Mary Shaughnessy, beneficiary, death claim of Ullick Shaughnessy, deceased, late member of Div. No. 241, Chicago, Ill.; cause, insolation and nephritis .....	800.00
Mrs. Catherine O'Connor, beneficiary, death claim of James O'Connor, deceased, late member of Div. No. 241, Chicago, Ill.; cause, carcinoma of liver .....	800.00
Mrs. Ella Meyer, beneficiary, death claim of Peter J. Meyer, deceased, late member of Div. No. 241, Chicago, Ill.; cause, organic heart disease and pulmonary tuberculosis .....	150.00
Mrs. Martha Van Vaerenberg, beneficiary, death claim of August Van Vaerenberg, deceased, late member of Div. No. 241, Chicago, Ill.; cause, brain tumor; spontaneous hemorrhage .....	500.00
Mrs. Anele Katillis, beneficiary, death claim of Dominick Kotels (Katillis), deceased, late member of Div. No. 241, Chicago, Ill.; cause, lobar pneumonia .....	150.00
Mrs. Antonia Bardusk, beneficiary, death claim of Anton Bardusk, deceased, late member of Div. No. 241, Chicago, Ill.; cause, carcinoma of stomach....	800.00
Mrs. Clara Fick, beneficiary, death claim of August Fick, deceased, late member of Div. No. 241, Chicago, Ill.; cause, general peritonitis, following appendicitis .....	800.00
Mrs. Mora Murley, beneficiary, death claim of John Murley, deceased, late member of Div. No. 241, Chicago, Ill.; cause, pulmonary tuberculosis and cirrhosis of liver.....	800.00
Maria E. Pratt, beneficiary, death claim of J. H. Pratt, deceased, late member of Div. No. 134, New Westminster, B. C.; cause, chronic appendicitis and duodenal ulcer .....	400.00
Mrs. Margaret Rabe, beneficiary, death claim of Albert Rabe, deceased, late member of Div. No. 241, Chicago, Ill.; cause, suicide by shooting self while temporarily insane .....	600.00
Mrs. Carrie M. Glidden, beneficiary, death claim of E. A. Glidden, deceased, late member of Div. No. 282, Rochester, N. Y.; cause, bowel obstruction and general peritonitis....	800.00
Mrs. Allan G. Weber, beneficiary, death claim of Allan G. Weber, deceased, late member of Div. No. 308, Chicago, Ill.; cause, pulmonary tuberculosis..	150.00
Mrs. Charles Meyer, beneficiary, death claim of Charles Meyer, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, gun-shot wound, self inflicted while temporarily insane.....	800.00
Mrs. Edward McVeagh, beneficiary, death claim of Edward McVeagh, deceased, late member of Div. No. 85, Pittsburgh, Pa.; cause, shock following burn .....	500.00
W. S. McClenathan, secretary-treasurer of Div. No. 308, for executor of will for beneficiary, death claim of F. T. Ormsby, deceased, late member of Div. No. 308, Chicago, Ill.; cause heat prostration .....	800.00
Mrs. Mary Ahearn, beneficiary, death claim of Patrick F. Ahearn, deceased, late member of Div. No. 490, Yonkers, N. Y.; cause, pulmonary tuberculosis .....	800.00
Honorezio Docher, beneficiary, death claim of Joe Docher, deceased, late member of Div. No. 253, Quincy, Mass.; cause, fracture of the skull, being struck by an automobile.....	100.00
Chas. E. Place, financial secretary of Div. No. 235, for beneficiary, death claim of Noble Webster, deceased, late member of Div. No. 235, Brockton, Mass.; cause, pneumonia, following acute gangrenous appendicitis..	150.00
G. E. MacDowell, financial secretary of Div. No. 283, for funeral expenses, death claim of George Wm. Lambertson, deceased, late member of Div. No. 388, Newburgh, N. Y.; cause, Nephritis .....	100.00
Mrs. Mary Spratt, beneficiary, death claim of Thomas Gillard, deceased, late member of Div. No. 132, Troy, N. Y.; cause, drowning, accidental.....	800.00
Mrs. Sarah Costigan, beneficiary, death claim of William H. Costigan, deceased, late member of Div. No. 281, New Haven, Conn.; cause, accidental drowning .....	150.00
Emma C. Fitchett, tutrix of minor children, beneficiaries, death claim of James Fitchett, deceased, late member of Div. No. 194, New Orleans, La.; cause, pulmonary tuberculosis .....	700.00
Mrs. V. Rhoades, beneficiary, death claim of V. Rhoades, deceased, late member of Div. No. 308, Chicago, Ill.; cause, myocarditis .....	800.00
Joseph E. White, financial secretary of Div. No. 569, for beneficiary, death claim of Charles De Troe, deceased, late member of Div. No. 569, Edmonton, Alta.; cause, rupture of gastric ulcer .....	400.00
Laura Ann Whittle, beneficiary, death claim of B. P. Whittle, deceased, late member of Div. No. 577, Augusta, Ga.; cause, cancer of stomach.....	250.00
Annie Smith, beneficiary, death claim of William Henry Smith, deceased, late member of Div. No. 109, Victoria, B. C.; cause, fracture of skull, caused by accident in car barns.....	400.00
Mrs. Bertha Wittenborn, beneficiary, death claim of Charles Wittenborn, deceased, late member of Div. No. 241, Chicago, Ill.; cause, alcoholic cirrhosis of liver and delirium tremens .....	800.00
W. D. Robbins, financial secretary of Div. No. 113, for beneficiary, death claim of Jno. Hume, deceased, late member of Div. No. 113, Toronto, Ont.; cause, spinal meningitis.....	150.00
Felix Wycislo, beneficiary, death claim of Robert Wycislo, deceased, late member of Div. No. 308, Chicago, Ill.; cause, pulmonary tuberculosis.....	100.00
Mrs. Theo. Koepke, beneficiary, death claim of Theo. Koepke, deceased, late member of Div. No. 308, Chicago, Ill.; cause, ruptured appendix.....	500.00
Margaret Frazer, beneficiary, death claim of John Frazer, deceased, late member of Div. No. 623, Buffalo, N. Y.; cause, heat stroke.....	250.00
Mrs. A. M. Stewart, beneficiary, death claim of Hamilton Stewart, deceased, late member of Div. No. 99, Winnipeg, Man.; cause, pulmonary tuberculosis..	150.00
Mrs. Bertie E. Hill, beneficiary, death claim of Bertie E. Hill, deceased, late	

member of Div. No. 645, Indianapolis, Ind.; cause, pulmonary tuberculosis.	150.00
Mrs. Fanny Rigby, beneficiary, death claim of Edward Rigby deceased, late member of Div. No. 627, (Cincinnati, Ohio; cause, cancer of stomach.	250.00
Mrs. Henry W. Jeager, beneficiary, death claim of Henry W. Jeager, deceased, late member of Div. No. 103, Wheeling, W. Va.; cause, traumatic neuritis.	800.00
Florence Laundry, beneficiary, death claim of Herman W. Laundry, deceased, late member of Div. No. 240, Chelsea, Mass.; cause, edema of the brain.	600.00
<b>Disability Benefits.</b>	
Jere O'Dwyer, member of Div. No. 280, Lowell, Mass.; cause, stroke of paralysis caused by an accident in falling from running board of car, causing abrasion of the skull and blood clot resulting in paralysis.	800.00
Matthew Haley, member of Div. No. 268, Cleveland, Ohio; cause, slipped and fell from top of car after fixing trolley, causing injury to knee.	500.00
<b>Old Age Benefits.</b>	
John W. Lighthammer, member of Div. No. 26, Detroit, Mich.	800.00
Michael Rogers, member of Div. No. 26, Detroit, Mich.	800.00
Total.	\$21,850.00

### CARD IN MEMORIAM.

Div. No. 240, Chelsea, Mass., deems it a duty to issue memorial announcement upon the death of our esteemed General Executive Board Member Fred Fay. The members of Div. No. 240 feel it eminently fitting to record the fullness of appreciation of the worth and ability of our late lamented friend and brother. The Bay State street railway employees recognize that his ability and determination, which resulted in the organization of the big Boston and Providence locals, securely welded a connecting link in the chain of success for street railway men in the state of Massachusetts. Also his assistance in the legislature, which secured for us the shorter work-day, stands forth as a tribute to the character of his life's work. His four years with the men of Greater Boston will be most appreciably remembered and he will be sadly missed. His service and counsel as an International Officer will always be held in grateful remembrance and his removal from our midst, and we make no hesitancy in the statement, creates a vacancy which will be hard to fill.

#### DIVISION NUMBER 240.

By Joseph J. Walsh, Secretary,

50 Ferndale Ave., Revere, Mass.  
Oct. 18, 1916.

### IN MEMORIAM.

By Div. No. 382 Salt Lake City Utah.

Whereas, Our Father in Heaven has seen fit to allow our Bro. Fred Fay to be taken from this sphere of action; and,

Whereas, We have learned to love and respect him as an able and loyal member of the General Executive Board for his sound judgment in labor disputes and his integrity to the Amalgamated Association of Street and Electric Railway Employees of America. Therefore be it

Resolved, That we drape our charter for a period of sixty days and extend to the widow and the International Officers our sorrow for his untimely death; and be it further

Resolved, That we feel very keenly Bro. Fred Fay's demise, as he was a pioneer in this Association and we have found him a most useful and energetic officer and doubt not but what his death was hastened on account of his untiring efforts in furthering the labor cause and making life worth living for others; and be it further

Resolved, That a copy of these resolutions be sent to his wife to whom we express our sorrow at this time in the hope that she will be comforted in the hour of her trial, and also that a copy of these resolutions be mailed the Motorman and Conductor, for publication.

R. M. LAMONT,  
WM. H. LINCK,  
J. E. GREEN,

October 12. Committee on Resolutions.

By Div. No. 270, Gloucester, Mass.

Whereas, Bro. Edward P. Hinckley, who in life was faithful to the trusts committed to him, true to his fellowmen and the principles which make for real manhood, has passed from this life and left many devoted friends; therefore be it

Resolved, That the members of Div. No. 270, A. A. of S. and E. R. E. of A., here express their friendship for the deceased brother and extent sympathy to the bereaved family, friends and relatives.

Resolved, That this memorial as a tribute to our departed one be placed on the record of the local, our charter be draped for a period of thirty days and a copy of these resolutions be published in our official journal.

CLARENCE E. NOBLE,  
PERCY O. LANE,

Oct. 10, 1916. Resolution Committee.

By Div. No. 667, Monroe, La.

Whereas, The recent death of our brother, C. L. Britton, has taken suddenly from our midst a beloved brother whose removal will be keenly felt by a large circle of friends to whom he had endeared himself by his spirit of fellowship; therefore be it

Resolved, That we, the members of Division No. 667, Amalgamated Association of Street and Electric Railway Employees of America, in regular meeting assembled, extend to the bereaved family our heartfelt sympathy in their dark hour of affliction; and be it further

Resolved, That our charter be draped for a period of thirty days, that a copy of these resolutions be transmitted to the wife and family of the bereaved, and be published in our official journal.

J. T. TOLSON,  
President.

A. B. CARROLL,  
Financial Secretary.

A. O. HILL,  
Correspondent.

Nov. 8, 1916.

By Div. No. 600, Waltham, Mass.

Whereas, The Great and Supreme Ruler of the universe has in His infinite wisdom removed from among us one of our worthy and esteemed fellow laborers, and

Whereas, Knowing him as a fellow workman, and loyal member of our organization, and recognizing in him those attributes which serve for the best in all walks and stations in life, in action faithful, and in honour clear, makes it eminently fitting that we record our appreciation of him; therefore

Resolved, That the sudden removal of our brother from our midst leaves a vacancy and a shadow that will be deeply realized by all the members of this organization.

Resolved, That with deep sympathy with the bereaved relatives of the deceased, we express our hope that even so great a loss to us all may be overruled for good by Him who doeth all things well.

Resolved, That a copy of these resolutions be spread on the records of this Association, and a copy forwarded to the bereaved family.

WILLIAM T. EGAN,  
President.

GEO. S. GALWAY,  
Secretary.

Oct. 20, 1916.



## Edited by Local Division Correspondents



Executive officers of Division No. 697, Toledo, Ohio. Reading from left to right they are: President John G. Greenlese, Executive Board Member John J. Gaffney, Business Agent Harry E. Power, Executive Board Members Frank Gumb, Walter Perry, Roy Hart, James H. Doheny, Martin Condon and Secretary L. G. Dear.

### ARBITRATION BEING DELAYED.

**Sacramento, Cal.**—At a well attended meeting of Div. No. 256, held Oct. 25, applicants T. Scannell, W. H. J. Daly and C. H. Hopkins were affiliated to membership. A very good report was received from the delegates who attended the State Federation Convention. \$100 was donated to the striking car men of New York City and \$10 to the El Paso members on strike.

From the American Federation of Labor was received a communication endorsing the present national administration and pointing out the many laws that had been enacted that are of advantage to organized labor, particularly the Seamen's Act, the Child Labor Law and the Eight Hour Day for railroad men. A communication was also received upon the wet and dry question.

The question of a change of uniforms for platform men was debated. It was finally decided that a change is not desirable at this time.

The arbitration case of Motorman L. Derr was discussed and further communications directed to be forwarded to the officials of the company inquiring of the delay and requesting that greater haste be made.

Circulars were distributed from Pearson's Magazine Publishing Company, calling atten-

tion to the different subjects of labor and its hard-fought battles in behalf of the wage workers, particularly the article in a current number dealing with the New York car men's strike.

256.

### SEEK GENERAL SENIORITY.

**Toledo, Ohio**—In this issue of the M. and C. Div. No. 697 is presenting to the readers a picture of her executive officers. The picture was taken on the Courthouse Square and at a time when the Executive Board gathered preparatory to entering a conference with the management of our company upon various matters, among which was the question of providing for general seniority by putting all of the boards of the various barns together and giving each man his seniority right to take effect Nov. 15. Board Member Frank Athey of the Dorr Barn was absent at the time the picture was taken and is the only one not included therein.

The members of our local are grieved at the recent death of late Bro. J. McCloskey, a motorman, who had been long in the service of the company and who was one of the originals of Div. No. 697. Bro. McCloskey died at St. Vincent Hospital, Oct. 27, while undergoing an operation required to relieve an obstruction of the intestinal canal.

697.

## IT WEARS WELL.

Cincinnati, Ohio.—At the regular meeting of Div. No. 627 held Oct. 19, the local voted to send \$800 to our comrades on strike in New York.

Friday, Oct. 27, we held a special meeting at which International Treasurer Resin Orr was present. Both meetings were well attended and a hearty welcome was given Bro. Orr. He spoke upon the Greater New York strike. At this meeting \$1,200 additional was voted. At this meeting International President A. McAndrews of the Tobacco Workers and General Agent Joseph McCarthy of the United Hatters, were present and gave us very interesting talks.

At our meeting of Oct. 5, Bro. William Kilgour submitted a few points of philosophy which I quote as follows:

"There are so many things that can be said for the good of the cause that it is of small moment to select a few good points to dwell on. I want to impress the members with the simple thing that holds all brotherhoods as one, whether political, social or religious, and that is absolute faith in the fundamental principles. It is this faith that makes a tower of strength when a crisis comes.

"If you wear the badge of courage on the left lapel of your coat and don't believe in it, you had better get a traveling card and go where it will require about \$9 postage to reach you.

"In all things you do while wearing the blue, always remember that to do wrong hurts Div. No. 627, and you will think again. Whenever you do good it is, in line with the true sense of the trade union movement. It does not take a great deal of self-sacrifice to do some good for the cause. If you help in an individual way you are bound to help collectively.

"I have never had any fear regarding results to obtain from organization. The longer I stay in this Association the better I like it. It wears well.

"Just a word on the union label: In the past two weeks it has come to my attention that a dozen good union men are side-stepping this issue. How can these brothers expect other organizations to help us when we need it? Let's try and play fifty-fifty and ask for the label.

"I have watched the general effect of the trade union movement on the men in blue and I believe it has been a life-saver for some of us. We were in a rut and we had not the faintest idea what was the matter until Daddy Orr came along and brought us to life.

"I want to caution you men to be conservative as becomes men of good mental balance. Do not brag about anything. If anyone asks you what you think of your organization, just tell them there is an old adage that 'Marriages are made in Heaven' and it applies to good old Div. 627."

## YET CONFERRING ON AGREEMENT.

Gloucester, Mass.—At the October meeting of Div. No. 270 nomination of officers took place and the following were nominated for the respective offices: President, William F. Poole; vice-president, Ralph C. Bragdon; recording secretary, William J. Pratt; financial secretary and collector, Millard J. Whidden; correspondent, P. O. Lane; warden, Ralph E. Jones; sentinel, Clark H. Harmon. The meeting was largely attended and was very interesting.

This will be President Poole's third year as president of our local, which speaks of the high opinion of his associate members in respect to his ability and devotion. Bro. Poole has brought this local up to a high standard during his term of office. The local is now in a good financial condition and we trust that the brothers will keep on making a good showing at the meetings, as it will give our re-elected president much courage.

Our new agreement is still in a conference stage, but we trust it will be in working order before New Year.

Bro. Edw. P. Hinckley recently passed from this life to the Great Beyond, after a short period of sickness. Deceased was in his 37th year and leaves a widow and three children, the youngest three years of age. A large delegation attended the funeral. Pall bearers were Bros. Holmes, Jones, Glover, Viator, Linehan and Pratt.

There is rumor of installing a one-man car here for a tryout. We trust that if the rumor is true it may be tried clear out of the service.

We are up against slippery rails here every morning and night. It makes hard work for the motormen to keep the schedule. The sand-car does good when it goes out, but—

P. O.

## SHOULD RECEIVE FIRST CONSIDERATION.

New Haven, Conn.—We regret that President Hugh Gartland declined the nomination for re-election to the office of President of Div. No. 281. He showed himself to be a capable executive, equal to handling all sorts of cases submitted to him to the best possible interests of the members of our local. We would have been pleased had he accepted the nomination for election to another term. Our nominee, however, is Bro. Charles Minnix, an ex-president who can well stand upon his past record as a true, tried and faithful worker in the interest of our Association.

A problem unsolved seems to be the fact that we have a great many members in our local who belong to a great many other societies and there make themselves conspicuous with their merit and activities, yet these same men seem to neglect the affairs and interest of Div. No. 281. This is the organization that gets him live day to day benefits while he is alive. Through this organization he gets more bread and butter for himself and family. Even then it cares for and buries him after death and provides that he can leave a pittance to those dependent upon him. Is it that the organization is not socially so attractive but that other organizations surpass it in attraction? It seems to me that the first that should receive consideration and the first active support of the member is Div. No. 281, the trade union organization, that aids its members in effecting a greater dignity in other organizations and in all walks of life.

Our meeting nights are the first Friday of each month. Let's attend every one of them and make it one of the purposes of our endeavor to show our fullest recognition of the importance of our organization.

C. P.

## AN HOUR WELL SPENT.

Canton, Ohio.—Boys, don't forget the hour and date of our meetings. An hour could well be spent at both the morning and afternoon sessions. Just pass up the bowling alleys for those hours you are expected to be in attendance at the meetings of Div. No. 696.

A fine girl has made her advent at the home of Bro. and Mrs. Florey. Congratulations.

We regret that Bro. McPadden lost his pension run.

For Sale—A dog. Inquire of Bro. George Romey

Bro. Boyer is visiting in Marion.

Bro. Harley and Mrs. Myers can now be found at home on 16th N. W.

Bro. Binkley has moved into a new house on Bedford and 6th street S. W.

Home every night and three meals a day is the privilege of Bro. Dick Hayden on his new limited.

Bro. Romey is serving three days for sleeping in church.

Bro. Dunlap says it is time for a "lick of milk."

"There will be a reckoning one of these days," says Bro. C. Hoopengartner. Shot.



## ORGANIZE A BAND.

**Chelsea, Mass.**—Just at this writing the members of Div. No. 240 are awaiting the reply of the railway company to our joint agreement propositions. G. E. B. Member John H. Reardon has charge of the negotiations and is being assisted by the Joint Committee. Bro. Tom Shanley is representing the Chelsea boys.

We are to hold a dance Dec. 1 in City Hall, Revere. Proceeds are to go to the Sick Benefit Branch of the Association. The committee is working hard to make this an event to be remembered. All members will be required to purchase one ticket. The member may sell this ticket to another and purchase more. This will help build our treasury.

At our first meeting in January of this year the question arose relative to our four barns forming a joint Mutual Aid Association. Three had local sick benefit funds. Broadway excepted. Our executive committee recommended that the matter lay over one year and in the meantime Broadway should get busy. They did and at the end of the year will show a net gain of \$600 or more. Combining the four barns seems like a business proposition. No doubt there will be opposition when we consider the difference in bank accounts; also some of our members have paid in for a number of years. Let's take this matter up at our meetings and start the new year right by making it a local affair.

Bro. Fretis, for the past fifteen years connected with one of the leading orchestras around Boston, has entered a new role. At this time he is acting music instructor. He has a class of some thirty-five members, designing the forming of a band and has succeeded in securing the necessary funds for instruction, instruments, music, hall, etc. We trust the boys will make this new venture a success and that we may be able in the course of time to listen to music from Div. No. 240's own band. We ask every member to take an active part in making this a success and encourage the boys with proper financial support.

We have two bowling teams in the Trade League, Washington Ave. and Broadway. They are in first and third place and are hitting the maples for first money. Let's get to the alleys and root for our home team. Brother Walsh is missed from the Broadway team owing to his having a sprained ankle.

Upon the death of late General Executive Board Member Fred Fay we took special enactment expressing our deep feeling of sympathy. Eternal happiness should be the reward for his merit in this life. A committee of five attended his funeral. The floral tributes were many. That of Chelsea was a piece representing an arch with clock and hands set at the time of his departure from this life. Our Boston local, 589, is to be commended for the large turnout at the funeral and for its conduct.

Remember our election, boys, and get busy now. 240.

## ELECTION OF OFFICERS APPROACHING.

**Utica, N. Y.**—We of Div. No. 582 were recently visited by members representing the New York strikers. They had with them a hand-organ. They remain in each town two days. They seemed well pleased with the progress they are making. We voted \$200 to them, besides lists that were gotten up for them. Bro. Aillsworth gave his services to assist them in collecting. We wish them good luck. We were given to understand that the service in New York city is badly handled and we notice in our daily papers that the company in New York City is pretty anxious to get men and from a distance it looks good for our New York brothers, if they only stick.

There seems to be much time lost at dealers, collecting and transferring passengers, much of which could be avoided. Why not help the motormen keep on time?

Election of officers for 1917 is approaching. This, of course, proves a stimulus to interest. Bro. C. Gillette recently took a five day hunting trip.

Bro. Dan Bowman is not yet in shape for work. He has suffered a long illness. He hasn't been able to do scarcely a day's work within the year. This should draw the attention of our members. 582.

## ADOPT BLOCH UNIFORM.

**San Francisco, Cal.**—We are now on the eve of a brisk election. At our meeting October 24 nominations for officers for 1917 took place. The outlook is for a very busy month for candidates. There are twenty of them. There will be no reason for not electing good, honest, hard-working men. There are men running who are of years of experience in labor organizations, capable of handling any business entrusted to their care. At this meeting was a bit of amusement. We had two very nice runs to dispose of. We decided to auction them. Bro. Guiney (of experience) very ably officiated as auctioneer. Bidding was lively. The auctioneer finally knocked them down to Bro. Erickson and Mooney.

Division 518 has adopted the Bloch uniform by a unanimous vote. It means that the union label will be in every uniform worn by a municipal motorman or conductor. This is another step forward. The Bloch Company has guaranteed us a uniform that has the appearance of being dressy and well made. San Francisco at present is flooded with scab uniforms made by the biggest scab custom tailor in the city. For whom? The U. R. R. of course.

On October 24 suddenly occurred the death of Bro. E. Howard. While he worked up to the date of his death he had been ailing for some time and worked while suffering great agony. Thus another staunch union man has departed.

Bro. E. A. Jones, recently called to the bedside of his father in Arkansas, who had suffered a stroke of apoplexy, reports his father getting along nicely.

Bro. H. Orcler is very sick from a severe cold, which confines him to close quarters.

A new cop—Pete Maloney. Pete is all smiles and will have a broad one when he gets his cop uniform. He was appointed about two weeks ago. Thus we lose another good union man.

Rumor has it that the stork will soon visit our ranks again. J.A.B.

## A TEST OF LOYALTY.

**Lawrence, Mass.**—Affairs of Div. No. 261 may be reported as in good condition. All new men are wearing the union button.

Representatives of the striking street-car men of New York are in our city. Recording Secretary McLaughlin is assisting those brothers in collections for the benefit of the strike. This strike, brothers, is only another test of our loyalty to one another. We should show New York that united we stand and that their strike we intend to win.

Bros. Charles Shaw, Edw. Dawson, Walter Gibson and Cornelius Reardon are improving on the sick list.

Bros. O'Leary, Koerner and Keough have returned to work.

Benefit has been paid upon our late Bro. Arpin.

Oct. 18, was held a special meeting of the Joint Conference Board. The members reported favorable progress on our new agreement and Oct. 26 were to meet the president of the company upon the proposed new agreement.

Our bowling team is anxious to meet that of any sister local. Our team consists of Bros. James Hennessey, Rogers, Hughes, Tully and Duane. For dates write Bro. Edward Duane, care Bay State Street Railway, Lawrence, Mass. 261.

## A TRIAL BOARD PLAN.

**New Orleans, La.**—We are more than sorry to relate the untimely death of our late Bro. L. H. Kreutz, former treasurer of Div. No. 194, and in life one of her stalwart members. He represented this local at the Salt Lake City convention. He sustained injuries while acting as a peacemaker, from which his death resulted. He was in attendance at one of our amusement halls, when a disturbance arose between three others, which he endeavored to pacify, and received a deadly kick from one of the participants, which was so serious that he was sent to a hospital where he succumbed. The local is bowed in profound sorrow and extends sincere sympathy to the bereaved family.

Our local recently adopted by-laws embracing a plan for a trial board of five members to try charges of violation of obligation. Such trials are to take place in the daytime and it is designed that a different committee will be appointed every month and will receive pay for their service. It is the opinion that it is a good policy and may avoid late, tiresome night meetings.

The death of Bro. Edward Christopher occurred September 13. He was a veteran employee, had served the company many years in different capacities and at the time of death was a conductor on the Annunciation Line. He was a most popular member. Sympathy is extended to the bereaved family.

Sympathy is extended to Bro. Scarpero and family in the recent death of their nine year old son.

Bro. Leon Serpas has returned to work after recovering from injuries sustained in an accident.

Bro. E. J. Daunoy is slowly recovering from a long illness.

For violation of obligation one of our members was recently found guilty and fined one dollar. He plead ignorance of his obligation or the fine would have been greater. He was reprimanded, however, and re-obligated.

At a recent meeting our local donated \$10 to assist Lodge 362, International Association of Machinists, Ansonia, Conn., on strike at the Farrell Foundry.

Bro. Tommy Wolfe has returned to the Henry Clay Line due to the Shrewsbury Line being merged with the Royal Blue Line. He now has our mascot, Sunny Jim, as his conductor.

Bro. Charles Chaplin August Adolph is popularizing himself by wearing buttonhole bouquets.

Bros. Pete Senac, H. R. Marcotte, Charles Maston, Harry T. Melbourne and Captaville are on the sick list.

Although our election of officers for 1917 does not take place until December, there are already leading candidates in the field for the presidency.

Our company is extending the P-A-Y-E appliances, the last being installed upon the Arabella Line.

Oct. 16 the Villere and the Prytania Lines were merged.

An ex-convict negro in a recent controversy over a transfer stabbed Bro. Sam Mallazzo seriously and fled from the car pursued by a crowd of citizens upon whom he opened fire, killing a prominent citizen who happened to be passing in an auto. Others were wounded. The negro is still at large, but a reward has been offered for his apprehension, dead or alive.

Bro. Sid. Ashby was recently elected delegate to the T. and L. Council to fill a vacancy. The Council now admits outsiders to attend meetings in the interest of organized labor.

Barb Wire.

## NEW AGREEMENT SOUGHT.

**Indianapolis, Ind.**—For the month past Div. No. 645 has experienced strenuous times. The local has prepared and presented a proposed new agreement. The old agreement expired

Nov. 7. Negotiations are now being carried on with some hope of securing a settlement with the company upon the basis of a new agreement.

Our meetings are being well attended and the members are showing good interest. They are manifesting deep concern in the wage agreement conferences. G. E. B. Member Magnus Sinclair is assisting the local union upon the new agreement work.

General Organizer J. C. Shanessy of the Barbers, addressed our meeting of Nov. 1. He gave us a splendid address, full of encouragement to our members. He urged the importance of being well organized and sticking close together for the welfare of the organization. Bro. Shanessy knows the movement from A to Z, is a pleasing speaker and is always a welcome guest at our meetings.

Hon. Lew Shank, former mayor of Indianapolis, addressed an open meeting of Div. No. 645 held Oct. 11. The house was crowded as it always is when our former mayor is expected to be present. Our boys have not forgotten, neither will they ever forget, the fairness of Mr. Shank to the labor movement during his incumbency as mayor of our city and in fact it is well known that his whole life has been in accord and in sympathy with the uplift of labor. He always finds a warm welcome in attending our meetings.

A new boy has appeared at the home of Bro. and Mrs. Walter Wright.

Bro. Oscar Latimer was recently called to the home of his father who had met with a serious accident, which later caused his death. The sympathy of our membership is extended to Bro. Latimer and relatives.

Bros. George W. Garver, Richard Hufschmidt and Homer Foxworthy are on the sick list, the latter recovering from an operation for appendicitis.

Sec. W. F. White was recently called to the bedside of his father, who, in an accident in which his buggy was overturned, sustained four broken ribs. It is reported that he is improving. 645.

## ONE HUNDRED PER CENT.

**Pueblo, Colo.**—We are now a 100 per cent organization. At our last meeting we initiated Bros. Diggs, Jones, Bealer and Suddith, all new men. This makes a total of 114, members.

Bro. and Mrs. B. B. McMillan are spending the fall months among the paw paw, persimmons and possums of Missouri.

Bro. James is making an extended visit in Texas.

We have four candidates before the people for election on election day and we trust they may all be elected. They are good union men.

Oct. 24, 1892, just 24 years ago, Bro. Chas. G. Easterly became an employee of the traction company as motorman. The only other man in the service at the time who remains is Bro. Jim Madden. During his time Bro. Easterly has drawn \$19,644.40 in wages, an average of about \$65 per month. He has seen the rates fluctuate from 20c per hour down to 15c, and then up to 32c, our present wage, during his time. Bro. Easterly resides in his own home at 1025 East Ninth street. He SIX—MOTORMAN 123456 12345

was always a good union man and served several terms as president of the local.

Bros. Sparks and McAuley passed the cigars last month and they, with their respective wives have the best wishes of our members for a long and happy life.

Men here now start at work at 26c per hour and increase in rate through periods of service until 32c per hour prevails to those of four years of service. We have heat in the vestibules, installed during the past month, and all heavy cars equipped with air-brakes recently installed.

The laboring people of Pueblo are about to purchase a home of their own. We street-car boys are all very much interested and are helping what we can. E.M.K.

## ARE HELPING NEW YORK MEMBERS.

Charleston, S. C.—At the meeting of Division No. 610 held October 26, it was enacted to assess the members 25c per month each to assist the brothers on strike in New York. At this meeting Bro. Peasler was elected to fill the unexpired term of correspondent.

Financial Secretary McBride is reported enjoying good health.

Bros. Coleman, Hunt and Jordan, our bachelor trio, is broken. Bro. Hunt went and got married.

Bro. Dilloshaw recently secured an option on a soda fountain job, but decided to remain on his A. M. run.

Bros. Jack Cooper and Hill are yet on the West Belt Line.

Bros. Whitefield and Newman are delighted with car 63.

Bro. H. Meyers took a thirty day leave of absence to try out the fire department. He has returned to the Belt Line.

Bro. S. Hiers tried railroading, but has returned to the Belt Line.

Bro. Irish is trying an A. M. run on King street.

Bro. G. Cobia has secured a position at the soda fountain at the transfer station.

Bros. T. McMillan and W. Brown are on the East Belt Line, although Bro. Brown is often missing.

Bro. Atwood is off for thirty days to visit his old home in Virginia.

Expressing a desire to be near a door, Bro. Scott has taken a run with Bro. Doar on the Blue Line.

"Cars run rain or shine" is the way Bro. L. Schomouseas, who was formerly a guard over a chain gang that didn't work in the rain, expresses it.

Bro. Hutmacher is engaged in raising chickens and is now compelled to walk down from his chicken farm to the car barn in the morning, as cars do not run until after he starts to work.

Bros. Cobia, Lee and Hunt are always on time on the last trip.

November is agreement month for us. Our agreement is up on the 16th and we hope for some improvement in the new one. 610.

## NEGOTIATING FOR WAGE INCREASE.

St. John, N. B.—The sessions of the meeting of Div. No. 663 held Oct. 18 were both well attended. President C. E. McLean occupied the chair. The report of the sick committee showed very little sickness. The audit committee report showed the Division to be in flourishing condition.

Our local is now negotiating with the Company for an increase in wages. A satisfactory settlement is hoped for soon.

At the afternoon session of our recent meeting, Bro. William Sproule of Div. No. 280, Lowell, Mass., was present and addressed the meeting. His address showed that he is thoroughly conversant with the affairs of the Association. One also was impressed that the Lowell local of our Association is most prosperous. At the evening session Bro. Sproule brought his wife, who is a member of the Ladies' Auxiliary of the Lowell local, along. She addressed the meeting and created a very favorable impression among the members. She is a fine speaker and knows the labor movement from A to Z. It was the first time in the history of our local that we were addressed by a lady and we were delighted and trust we may hear Mrs. Sproule again.

The barbers are again appealing for patronage of union shops. Let us make it unnecessary for them to appeal to us. Let's do everything we can to promote the union.

Bros. John Moore, C. Phinney, Winslow Colwell and J. Watters recently motored to Boston and took in the world series. Bro. Colwell reports the road in not very good condition.

Bros. Walter Colwell and Jack Moore had an exciting experience the second week of October while on a hunting trip. They shot a large bear, wounding him, and in the excitement Bro. Colwell who was perched in a tree fell out and would have been badly treated by the wounded bear had not Bro. Moore dispatched bruin with his hunting knife. We are now enjoying a fine bearskin rug for our room as a souvenir of the trip and have bear meat enough to last us through the winter. It was a large bear and it makes Bro. Colwell shudder every time he looks at the rug.

We have picked runs on our winter schedule. Bros. D. McKim and D. Smith will be missed from the Glen Falls road where they have become popular.

Bro. George Harkins who looks after the welfare of our boys at the front, has been very busy the last few weeks getting Christmas packages ready. George is certainly a worker and deserves a lot of credit. Hats off to him for the work he has done for the boys in the trenches.

Come to the meetings.

Cor.

## AGREEMENT INTERPRETATION.

Birmingham, Ala.—Div. No. 725 is moving along uniformly well under our new agreement. Some misunderstanding arose among our boys in regard to the question of overtime. This was taken up by our committee with Mr. Pevear, president of the Company, and an interpretation has been established as a sort of addenda to our agreement, a memorandum of which is provided in a letter as follows:

"Mr. R. P. Bernhardt,  
President, Division No. 725.

"Dear Sir:—Confirming the agreement reached in conference October 5, in my office, at which were present Messrs. Jennings, Montgomery, Ferrell, Waller, Newman, Hury, Pevear and yourself, it was agreed first, in respect to overtime in the case of base ball extras and the freight service, time and one-third should be paid for actual minutes worked in excess of ten hours, provided the total time run exceeded ten hours and thirty minutes.

"For all other classes of service time and one-half should be paid for actual minutes worked in excess of ten hours, provided the total time run exceeded ten hours and thirty minutes, in other words the intention of this is to preserve the same basis for overtime as existed before the agreement, except as applying to actual minutes worked and the application of time and one-third to base ball extras and freight service and time and one-half for all other classes of service.

"Second—With reference to minimum wage, it was agreed that the minimum wage of \$1.62 should remain in effect with respect to first year men receiving 20c per hour. For all men in the service more than one year the minimum day of nine hours shall prevail as heretofore.

"Yours very truly,

"(Signed) S. PEVEAR, Pres."

The above is an interpretation of the section of our agreement providing for overtime and the minimum wage.

Our wage rates prior to the negotiating of the agreement were as follows:

To first six months' service men, 18c per hour; second six months, 19c; second year, 20c; third year, 21c; fourth year, 22c; fifth year, 23c; sixth year, 24c; seventh year, 25c; to those of seven or more years of service, 26c per hour. The one cent increase per hour as provided by the agreement for its first year went into effect September 1 for all who had been in the service more than one year and all first year motormen and conductors were raised from 18c to 20c for the first year and on September 1, 1917, all employees will receive a uniform raise of one cent per hour, making a practical increase of two cents per hour to all employees and extra pay for overtime is provided as per the agreement. We submit our agreement for publication. Cor.

## ATTENDED FUNERAL OF BRO. FAY.

Providence, R. I.—In the death of our late General Executive Board Member Fred Fay the members of Div. No. 618 feel that they have lost a most dear and valued friend. Bro. Fay was the organizer of our local. His untimely death has cast a shadow of gloom and sadness over us, not to be measured by words. We feel also that the Association in general has lost one of its most valued members and that it will be very hard to replace him. The entire executive board of our local, eighteen in number, attended the funeral of the late Bro. Fay at Jamaica Plain, and with many hundreds of others followed his remains to their last resting place in Forest Hills Cemetery. The honor and respect shown by the members of the Amalgamated to the memory of the deceased spoke of the esteem in which he was held and gave public expression of their feelings for one of the greatest labor leaders that ever lived.

Div. No. 618 holds her fourth annual ball Thanksgiving evening in the State Armory. It promises to be the big social event of the season in Providence. The committee on arrangements has made preparations to care for the biggest crowd in the history of the Armory. Every member of Local No. 618 has taken one or more tickets for the event and thousands of tickets have been disposed of to the public by the members. The public begins to realize that the concert and ball of this local is the real thing.

The International Convention of the Amalgamated Association will open in our city in less than one year. Plans are now under way and if there isn't a complete readiness at the time of the convention it will not be for want of thought. It is our intention to make the visit of the delegates who come to this city to attend the convention one that will be remembered by them with pleasure for many years to come. C. D.

## ASSISTANCE RENDERED NEW YORK MEMBERS.

Boston, Mass.—The Boston boys of Div. No. 589 are taking intense interest in the New York strike situation. This locality has already contributed over \$5,000 to the strikers there. We have also levied an assessment of 50 cents per member per month and the members have voted to assess themselves 25 cents per week during the continuance of the strike. Bros. Higgins and Walsh are there assisting the international men. Bros. Doyle and Nesdale were twice sent by this local with substantial contributions to New York. Bros. Murphy and Shine also rendered assistance in the New York work.

Aside from what we are doing for the New York boys, in the past few months we have assisted materially in organizing work. Our entire executive board made a secret visit to Portland, Maine, to form a nucleus for that organization before a charter was issued. During the strike and the organization period there, Bros. Doyle, Shine, Higgins and Nesdale, at the request of Board Member Reardon, assisted the Portland members.

Our new agreement is working out very satisfactorily. There are still one or two matters to be ironed out. 598.

## EXTENDING AID TO NEW YORK MEMBERS.

Buffalo, N. Y.—Div. No. 623 is doing fine work in assisting our New York City members who are on strike. Our boys have donated generously to the cause of the New York strikers and will continue to do so until the strike is won. We also have loaned our president, Bro. Frank O'Shea to the cause there and he is rendering personal assistance and that is not a little, as can be borne out by those who know President O'Shea. We

rest assured that Messrs. Shonts and Hedley are well aware that our president is in New York assisting in leading the fight against them. Other of our members have been in New York and rendered valuable assistance in that campaign and they give much praise to G. E. B. Member W. B. Fitzgerald, who is the chief officer in charge. We have confidence that he will effectively plant the banner of the Amalgamated in Greater New York.

Our coming election promises to be lively. Many candidates will be in the field and some changes are predicted. Let us hope that whatever change may come it will be for the betterment of the Division.

Bros. F. Sullivan, P. Meare and Amos Monroe recently entered upon the sea of conjugal bliss. Best of wishes from our members go with them and theirs.

Executive Board Member John M. Parker, who resides in Niagara Falls, Ont., represented Div. No. 623 at the Canadian Trades and Labor Congress convention recently held in Toronto, Ont. He reports that while there he ran across his old friend, G. E. B. Member Magnus Sinclair, who represented the International Association in that body.

The sincere sympathy of the local goes out to the families of late Bros. John Frazer and F. Esh in their bereavement; also to the family of Bro. D. Wilkins, whose little daughter Joyce recently met her death by being run down by an automobile. 623.

## EIGHT DIE ON BATTLE FRONT.

Toronto, Ont.—A very enjoyable occasion was spent by the members of Div. No. 113 Saturday evening, Oct. 28. It was the annual social. At 8 p. m. the large assembly hall of the Labor Temple began to fill and by 8:30 there were 1000 members and their families present. The entertainment continued after midnight and 40 late men enjoyed themselves until 3:15 a. m. A high class of vocal music was rendered. The singing of Bros. Joseph Tompkins and George Vines was highly appreciated as were the recitations of Miss Pearl Jones, daughter of one of our brothers, and the dancing of Miss Edith Vale, Duncan Cowan, always a favorite, assisted by two high class comedians—Harry Bennett and Burt Lloyd—added to the enjoyment and it was a most pleasurable event.

Since our last report eight of our members—Bros. Herbert Button, William Haig, Adam Haining, Robert Mattocks, Fred N. Thompson, William Morrison, William Troyer and S. Tremble—were killed in France while at the front. To the families and friends of those brothers Div. No. 113 extends sincere sympathy.

This is the first year that we have not been able to report accidents from the running-board. The reason is that we have no running-boards from which to have accidents. This local succeeded in securing an order from the Railway Board prohibiting the use of open-car running-boards in Toronto. The benefit is apparent.

Our audit for the third quarter of the year 1916, shows that there were paid in sick benefits to the date of the audit during the year, \$5,961.99. This was a decrease for the period of \$1,850.49 in that department. In order to cut down this deficit the local published an honor roll containing the names of all the members enlisted for overseas service and photographs of the members in the various regiments. This book makes a splendid souvenir and will be sold to the members for 25 cents each, the proceeds to go into the sick benefit fund. Death claims paid out for the three quarters amounted to \$6,850. This made a total paid back to the members in death and sick benefits of \$11,811.99.

Street railway delegates were very much in evidence at the recent convention of the Dominion Trades and Labor Congress. There were 24 in attendance. Div. 113 entertained the street railway delegates the night of September 28 and a very enjoyable evening was spent. Farmer.

## CITY RESPONSIBLE FOR LONG HOURS.

**Cleveland, Ohio**—Div. No. 268, upon request of International President W. D. Mahon, held a special meeting Oct. 31, to devise ways and means of adding to the fund for the assistance of the New York City striking street car men. G. E. B. Member P. J. Shea, who is assisting upon the New York City situation, was present and gave us a full explanation of the strike, its causes and progress. After a thorough discussion Div. No. 268 enacted to pay an assessment of \$1 per month per member until the end of the strike.

The Chagrin Falls and Gates Mills branches of Div. No. 268, interurban lines operated by the Cleveland & Eastern Railway Company, have obtained a new agreement to extend from August 1, 1916, to August 1, 1917, in which is obtained an increase in wages from the former rates of 22, 25, 27 and 29 cents per hour to 25, 27, 29 and 31 cents per hour with back pay from March 1, 1916, amounting to about \$25 per man. At the same time the company was forced to admit that this increase is not in proportion to the increased cost of living. Yet the benefit of organization comes in this new wage adjustment.

Report of our delegates to the Ohio State F. of L. Convention, held early in October in Toledo, was made at our last meeting. It shows that because of their number and activities the street railway men of Ohio had a good rating among the various labor organizations and the State Federation pledged all available support to the Amalgamated Association in securing legislation in behalf of street and electric railway men at the next State Legislature. The locals of the state can well get busy and go before the public with a plea for a shorter work day. Because we choose this as our vocation is no reason why we should be compelled to work from 12 to 16 hours a day, when men of other crafts are kept on the job but 8 and 9 hours. We are justly entitled to the same comforts of home and the same advantages of society as the carpenter, blacksmith, painter or hod carrier. We enjoy the comforts of home and the company of our wives and families just as much as does a minister, a banker, a merchant or a clerk. The overworked man soon becomes a nuisance to his family and a fool in society. The mainspring of civilization is the force behind progress; that force is more efficiency, less labor, more accurate work and less hours; and yet street-car men in this city are expected to work from 15 to 40 per cent more today than they were 20 years ago. In this city of municipal control the city administration is directly responsible for schedules and the company is responsible for economic operation. Why live in a land of free parks, free churches, free libraries and free speech if none of these can be enjoyed on account of long hours of nerve-grinding to obtain just enough to exist and live only to work? It is our country, boys; get busy.

G.

## SIX-CENT FARES.

**Salem, N. H.**—Six-cent fares have gone into effect here and the public is giving the street car service rather of a frost. Added jitney service is in operation and as a protest against the six-cent fares the people are patronizing that service to a considerable extent. However, we believe that when the people realize the situation and winter snow storms will give them the leisure, that they will give fair consideration to the increased cost of supplies to our company. Along the Smithtown line workmen are taking the Boston & Maine. It is a matter of fact that our company has to pay more for stock and supplies on account of the high prices just the same as workmen are compelled to pay more for meat, milk, flour, bread and other supplies; besides we expect to get a substantial increase through our new agreement through which we can meet the demands

of the times. Our patrons should be considerate.

Bro. Bill Walsh has returned to work after an absence of two months.

Bros. O'Neill and Peebles spent their vacation at Plum Island shooting ducks and pheasants.

Bro. Smith and Doc Lovett bagged a good haul while at their cottage on the island.

Bro. Chase is now wearing the union button. Bro. Kelleher has his home equipped with a fine furnace for the winter.

Bro. Blaisdell is now operating the sand car, which is likely to become regular.

Bro. Flynn of Amesbury has become a jewelry salesman. 595.

## APPROACHING WINTER MAKES CHANGES.

**Hull, Quebec**—The death of Miss Minnie Boucher at the age of 24, daughter of Bro. Charles Boucher, and sister of Bros. Frank and Eddie Boucher, occurred Friday, Oct. 13. Miss Boucher was an esteemed young lady and her death has caused profound sadness to her many friends and the friends of her family. Sincere sympathy is extended by local 591 to the bereaved parents and relatives.

A farewell party was given by Bro. Georges Ducharme at his boarding home, the Banks Hotel, Hull, on the occasion of the departure of Bro. Georges Guertin, wife and two children to the northern country for winter. Bro. and Mrs. O. Deschines and a number of other friends were present and a most pleasant evening was experienced. At the breaking up of the party the guests departed after extending to Bro. and Mrs. Guertin best wishes for a successful, pleasurable and health-giving hunting trip.

Some of our spare motormen and conductors have been given leave of absence for the winter. Among them are those making arrangements to go on hunting trips during the fall.

Bros. O. Deschines and Georges Ducharme recently took a trip to Hammond, Clarence Creek and Cannan.

Bro. J. Routliffe is busy installing stoves in cars for winter use.

Our winter schedule was installed Oct. 2.

Bros. Jos. Noel and W. Sutherland, our delegates to the Dominion Trades Congress Convention at Toronto, have returned well pleased with their trip. J.D.C.

## WILL PLUG FOR LABOR CANDIDATES.

**Hamilton, Ont.**—Election day is rapidly approaching. We trust that all of our members will plug for the labor candidates that are running for city offices. If we do our bit we can rest quiet assured that Hamilton will be well provided officially in the interest of the general public.

Bro. Arthur Blackwell has the nomination for school trustees on the Hamilton School Board. It goes without saying that our members will do all they can for Bro. Blackwell and we believe he will be elected.

Our contract for uniforms for 1917 has been awarded to the Royal Tailoring Company.

Bro. Scofield, who sustained serious injuries in an accident some time since, is recovering, as is also Bro. Lipshitz. Others on the sick list are Bros. William Olds and Turner.

It has become universally known that Bro. Zeke Shepherd now has the makings.

Bro. Mike Stewart is on a deer hunting expedition.

Bro. Bill Clark has attained considerable efficiency and is now able to ring three bells.

Bro. A. Jarrett wants a reverse handle that will work both ways.

Bro. Jack Ross, accustomed to an air-brake, was climbing King street west on air recently and the air-brake fell out. He will learn.

C.O.R.

## DOUBLE TRACKING AND EXTENDING LINES.

**Madison, Wis.**—We can report Div. No. 456 in a flourishing condition. Applicants are obligated at every meeting. There is, of course, a certain percentage of the come-and-go element like in all street-car locals.

When the present construction work that is now going on is completed and new cars installed, Madison will have a street railway system second to none in any city of 100,000 or under population. Double-tracking and extensions are being rushed as fast as possible, and new cars are ordered and expected soon to arrive.

Brothers, we all share the benefits resultant from our organization. In this respect we are on a par with our officers. Do you know your presence has much weight with our officers and shows an interested attitude towards the local?

Let's get the idea firmly implanted in our minds that we are an important part of the local and that unless we are present at the meetings not all will be attained that otherwise should. We will then believe that we are contributing factors in reality and get out at the meetings and participate in the general enjoyment as well as benefits.

Inspector Schween is sure busy. When not at his duty of nights with the company he seems to have other duties of much importance to Johnny, although Brother Will Pomroy has not yet been asked to vacate Johnny's new cottage.

Brother H. C. Hanson has troubles of his own. Early in the season he ordered a case of twelve. Eight were consumed during the various hot evenings. Recently, in the absence of Brother Hanson, the deliveryman called for the empties and carried away the entire contents of the case. Again, he is wondering how it can be that certain ladies can mistake Brother Raymond for a bachelor. Brother Raymond was living alone and always had an ample supply of edibles. Brother Hanson insists that he is the real bachelor and tips the beam at 292, while Brother Raymond reaches only to 287. Brother Alverson also blames Brother Hanson for losing ten straight games of euchre.

It is reported that Brother George Battaglia has a new companion.

I am requested to report the fact that we are long on bachelors and short on maids here in Madison. We have a long list of bachelors, some with autos, some with sunny dispositions and all participants in our city's prosperity. These are open for correspondence. Applications addressed to Assistant Superintendent G. W. Holcomb will be properly and discreetly distributed.

Rex.

## DETROIT DIGEST.

At a recent meeting of Div. No. 26 a motion prevailed instructing the officers of the local to submit to the company a proposition for an increase in wages to 40c for first 6 months' service men and 45c to those of 6 or more months of service, and an approximate nine-hour service day to be completed within twelve consecutive hours. To be associated with the officers in making this application and to constitute an agreement committee were appointed Bros. James Laidlaw, William Galefsky and Carey Ferguson.

A motion prevailed to place upon the working card each month an assessment of one dollar per month, to continue during the period of the New York strike.

The committee appointed at a previous meeting to take up the question of safety at steam railway crossings reported having submitted to the City Council a proposition for the installing of interlocking switches and that it had also petitioned the State Railway Commission, it being reported that the installation of the interlocker switches would be an advantage, pending a period when it is expected that grade separations will be constructed. Replies

to these communications were reported as acknowledging receipt of the petition by both the City Council and the Railway Commission, with assurance that the matter was being investigated. The committee was continued.

Business Agent Fred Castator and Secretary-Treasurer Neil McLellan respectively submitted their monthly reports to the meeting, which were approved.

A motion prevailed instructing the business agent to take up with the company the matter of instruction to new conductors of the Woodward Avenue line in their operation of cars over foreign lines and relatives to the operation of interlocking switches.

Much discussion was indulged relative to the instruction of new men. It was pointed out that certain minor officials of the company at various stations eagerly urged the early turning in of new men who are under instruction. It was pointed out that the moral responsibility of turning in inefficient men largely rests with the instructor and that great caution should prevail in the matter of completeness of instruction; that no man should be turned in inefficient, regardless of the appeals of minor officials of the company. These appeals of the minor officials, it was pointed out, are made because of a shortage of men, but it was generally regarded that the question of shortage of men was of secondary importance and largely due to low wages and added exactions in employment, the latter being a feature subject to no particular control under the present wage rate.

A large number of men newly acquired in the service were initiated.

Business Agent Fred Castator reported to the meeting that the Windsor street railway men recently reorganized under Charter 616 and obtained a wage increase of 5 cents per hour, establishing the rate of 33 cents per hour. This news was received with much pleasure and congratulations to the Windsor street railway boys were expressed. It is suggested that 33 cents per hour and 4 cents per hour overtime—the new Windsor wage scale—is practically equal to 43 cents per hour in Detroit and that as it is the same company, a proportionate increase can readily be expected for the Detroit street railway men, as the company could impose no serious objection.

Mac.

## DEMISE OF OLD MEMBER.

**Haston, Pa.**—Death recently entered the ranks of Div. No. 169 and took from us Bro. Howard Frantz. Bro. Frantz, one of our oldest members, died after a brief illness of paralysis.

Our sick committee reports upon the sick list Bros. Baylor and Al. Werkheiser.

Returned to work from the sick list are Bros. W. H. Smith, C. A. Richards and C. Itterly.

Six new steel double-truck interurban cars of the latest pre-payment type are being installed here. This will greatly relieve the congested during the rush hours.

Prizes awarded by our superintendent for the best all around work by the base ball team were won by Bros. C. Crouse and Hawk. The team had a very successful season, defeating some of the best teams in this section.

A chipmunk and a barnyard pheasant were the results of taking advantage of the first day of the hunting season by Bros. John Mast and J. Longenbach.

Some of our brothers are wearing the new uniform recently adopted by our local and they make a fine appearance.

Bro. Surpass recently had imposed upon him a life sentence, but the cigars have failed to make their appearance. However, we wish Bro. and Mrs. Surpass a life full of happiness. Another brother it is reported is about to take the fateful step.

A new son has made his appearance in the home of Bro. and Mrs. Fullwiller. Congratulations. It leads Grandpa Fullwiller to deny that he is so terrible old at that.



## MUNICIPAL OWNERSHIP SENTIMENT.

Stockton, Cal.—All employees of the Stockton Electric Railway Company are now enjoying the benefits obtained through negotiations between the officials of the company and the executive board of Div. No. 276. Just how some men can accept these conditions which required so much persistent hard work and at the same time try to destroy the very institution that obtained the benefits for them, may be left to conjecture. However, from a charitable point of view it may be presumed that it is due to ignorance relative to the principles of unionism. Of course, the economic student will charge that it is fear—that there is something wrong in environments or makeup of a man that pits himself against his class interest.

There appears a growing sentiment in Stockton in favor of municipal ownership of street railways. This sentiment has been accelerated by an offer of the representatives of the Stockton Electric to sell their properties to the city. No doubt there will be something more heard upon this subject later.

In spite of opposition, the progress of Div. No. 276 is marked by new applications or initiations at every meeting. This indicates that there are some workers in our local.

We have plenty of room in our large hall in the new quarters of the Labor Council to afford no excuse for any members absenting themselves from meetings.

Several of our members became subscribers to the new Labor Review. It is a good thing for the Stockton labor movement. Boost it along.

The president made a fine selection in appointing Brother Tagger delegate to the Labor Council. He is attending the meetings.

Former member C. O. Smith of our local, is a candidate for city commissioner. We trust he will succeed.

Brother Severy is to be congratulated in the obtaining of such an estimable life partner through his recent entering into matrimony. Our best wishes go with the young couple.

276.

## SUPERINTENDENT BELIEVES IN FAIRNESS.

Montpelier, Vt.—At our regular meeting of Div. No. 242, August 8, in Eagle's Hall, President Parry presided. Harold Byron Nelson was initiated. Frank Fitzsimmons' bill for six hours work on audit and one dollar for flowers were ordered paid. It was voted to donate \$10 to Bro. E. Docherty, the amount to be taken from the sick fund. A question came up as to whether a man could work for the company in a different position and hold his rights as motorman or conductor. Bro. Lothrop was asked by the company to act as operator of a coal conveyor at the power-house during the dry season, estimated to be about thirty days. He accepted, subject to the condition that his rights as motorman be protected. The union allowed him to work a few days until the company could get another man, but did not sanction him in holding two jobs indefinitely. A motion prevailed that preparations for our annual feed commence. Committee appointed: W. S. Parry, chairman; Reed, Baldwin, McGuire. Meetings adjourned at 12:40 a. m.

One of our latest additions carelessly left a switch open, causing a bad wreck. Luckily no passengers were seriously injured. The result was that two men were discharged. The company was very fair, offering them other positions where there are no switches. One accepted, but the one who left the switch open refused, hurling ungrateful and unwarranted remarks at his former employers and co-workers. In doing this he showed a streak which the boys were sorry to learn that he had.

Our annual feed occurred at Dewey Park from 9 to 12 p. m. Wednesday, August 16. Invitations were extended to the superintendent and his assistants, who were there. In the course of his remarks, Supt. M. J. Dooley said that he got more out of his men by asking them in a man's way to do things than by a

direct drive and that everlasting grouch that some of our neighbors carry.

Bros. Howe, Docherty and Sexton are still on the sick list.

President Wm. Parry and wife had a two days' outing at Woodbury Lake, motoring there in his Saxon.

"Fitz"

## EXTRACTS FROM MAYOR'S LABOR DAY ADDRESS.

San Francisco, Cal.—As correspondent of Div. No. 687, this month I am supplying the readers of the M. and C. with a few terse extracts from a recent address of our mayor, Hon. James Rolph, Jr.:

"The highest test of civilization is the wages and conditions of labor.

"The union of labor makes for the uplift of the country as a whole.

"The system of collective bargaining is the essence of commercial progress.

"In San Francisco, at this moment, a strong effort is being made in certain quarters to destroy organized union labor. I prophesy the failure of this movement.

"Let a man relying on his inalienable right to work go into any shop and demand a job. He will soon find that his only inalienable right is the right to starve.

"We need in this community more men who can think in terms of human rights, as well as terms of property.

"For generations we were concerned with the problems of wealth, not seeing that we ought to be concerned with the problems of poverty.

"Capital and labor cannot fully understand each other till they think in the same terms, and it would be well for the opponents of labor to think in terms of humanity.

"The price of labor is something different from the price of barrels or of ships. The man who sells his labor is selling not a commodity, but his life.

"The price of labor is the pride of men, the honor of women, the well-being of children; the price of labor is the price of life, of liberty, of happiness.

"The safety of property and of society, the preservation of law and order, lie in meeting labor at least half way."

The above is taken from the mayor's Labor Day address.

P. E. W.

## DEFEAT BUTLER TEAMS.

Mars, Pa.—The present agreement of Div. No. 678 calls for a general assignment of runs every four months. Heretofore we were compelled to wait, at times nearly a year, before a change of runs could be had. This worked a hardship on certain members. Under our new rule we recently had a sign-up, which resulted in many changes. It was our first experience without a schedule change or vacancy.

An eight-pound boy appearing at the home of Bro. and Mrs. D. W. Proffitt is occasion for congratulations.

Bro. Cupp recently sustained injuries in a slight accident which required him to lay off a few days. He must know of a certain excellent doctor near Ettna.

Bros. Fay and Brooks report continued success. Bros. Gould and Palmer continue inseparable on the Butler freight run and Bros. Cupp and Porterfield have the Mars run.

Our picnic at Alameda Park, Aug. 30, due to the untiring efforts of our committee, was a grand success. The quarantine against infantile paralysis kept down the attendance. The dance in the evening was well attended and altogether a neat sum was realized. Our boys defeated the city men in baseball and tug o' war games. The latter was hotly contested. Mr. Tennis, Mr. Fullerton, Mr. Penman and Mr. Spenkle, officials of the company, mingled with the crowd and expressed themselves as well pleased with the picnic.

Our boys rightfully believe we have the best piece of road in this part of the country and are of the opinion that it will measure well with any high class interurban line in the United States.

Mars.

## EMPLOY GIRL SPOTTERS.

Peoria, Ill.—Not entirely an innovation was the recent appearance of two pretty young girls upon our cars here, who became known as secret spotters. Their spongy accusations piled up mountain high on Mr. R. W. Bailey's desk. The sleuthing is the result of information that somehow got past our local company's office to the main headquarters. Mr. Bailey and Supt. Peter Brady got wind of the matter and gave us a fair and generous warning some time ago in a neatly arranged bulletin advising all employees to henceforth walk the straight and narrow path and not yield to temptation. The boys instantly responded and if any of them have stumbled since it can only be attributed to the evil influence with which this world is infested.

It is held that some of the carmen indulged in certain luxuries unbecoming men of their standing and beyond the purchasing power of those receiving a wage like ours, to-wit: Some have motorcycles, others almost own homes, others have money in the bank and lay off occasionally, going on vacations when they smoke cigars. Some are getting married and purchasing lots on the installment plan. Some cast eyes on Ford autos and wear near panama hats and like high shoes and other things, and one of the brothers was even known to price a last year's silk skirt for his wife. These doings arouse suspicion and invite investigation. The result is two girl sleuths, crestfallen street car men standing in line at the office, where one suffers nervousness; shock to the wife at home, threats and challenges, unrest, bitter feeling, revengeful plotting, etc., and all because of two innocent girls, pretty, coquettish, one with white Panama hat, black shoes, checkered skirt and cream silk shirtwaist; the other attired in a lattice hat, striped skirt and other necessary things. Their job is to spy, to sneak, to detect. They will even flirt a little to accommodate you if you feel so inclined, but woe will be yours if you do and woe again if you fail to get their cash. Don't kiss them or give them candy. Look pleasant. Recall and obey all the bulletins you ever read. Do what the good book says and don't act too wise. Make things as easy as you can for yourself and those who must necessarily act for you.

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## IMPORTANCE EQUALLY AS GREAT.

New Haven, Conn.—Former officers of this local when they were conducting the affairs of the local were vigorous in calls for attendance of members at meetings. They felt, and knew that well attended meetings meant much in strengthening their efforts in behalf of the local. They wanted the attendance. They were right and they knew they were right. Others now hold their positions and since those former officers retired from office they have been conspicuous by their absence from meetings. Do they know less of the importance of attendance at meetings now than they did while they were officers? Surely it cannot be that from the fact of their retirement they have lost any interest or ambition for the success of the organization. They worked for that success while they were officers. Is there any reason why they should not work in that same spirit as members? There is no excuse for the non-attendance of any member at any meeting unless it is due to sickness, being out of town or working. Think it over.

There are a surprising number of our members who in different ways get in bad who are thanking our executive board for appearing before the company and obtaining for them a saving in the time they would otherwise have been obliged to serve at the foot of the extra list.

We have members who send sick bills to the local without notifying the sick committee. Vice-President Edward Stanford is chairman of the sick committee and he should be notified in every instance.

A New Haven motorman recently died. He had been a member of Div. No. 281, but because of some little disputes in which he be-

came disgruntled, refused to pay his dues. It isn't to gain credit for any member of this local in good standing, or myself, that I call attention to the fact that his funeral passed without the attention of his associate employees that is given in funerals of members who die in good standing. This, of course, in no way interfered with the burial of the deceased motorman. His remains were laid at rest just the same, yet it may have attracted the attention of his friends and relatives and it is regrettable that his widow should be the after sufferer from his indiscretion. The great mundane loss to her and which proves such a healing bond to others was the \$800 death benefit that the deceased motorman indiscreetly failed to preserve for her by failing to maintain his standing in the Association. I am sure that motorman did not leave enough of this world's goods but that the \$800 would have been appreciated by the widow and it is possible that if he carries with him in the world beyond any sense of lack of duty it is not a source of pleasant reflection that he failed to leave that \$800 to his widow.

To be in good standing our dues should be paid on or before the 15th day of each month and it pays to be in good standing. C. P.

The art of living is like every other art; only the capacity is born with us; it must be learned and practiced with incessant care.—Goethe.

Most people err not so much from want of capacity to find their object as from not knowing what object to pursue.—Sir Joshua Reynolds.

Show me the man you honor, I know by that symptom better than by any other, what kind of a man you yourself are. For you show me, then, what your ideal of manhood is; what kind of man you long inexpressibly to be.—Carlyle.

## A STREET CAR MAN'S WIFE.

You hear "What Ho" to the street car man,  
In those days of troubled strife,  
But never a word is mentioned  
About the street car man's wife.

She stays at home and works and bakes,  
Nor dreams of wealth nor power,  
Makes a dollar do the work of two,  
For he earns but 26 cents an hour.

She prepares her meal in a happy mood,  
Her heart may be gay and light,  
When the telephone arrests her steps,  
"I must take a shop load tonight."

At other times she looks for him,  
And thinks "he will soon be here,"  
When the telephone again she hears,  
"I am working on the North End, my dear."

What does it matter if meals are spoiled,  
In this weary lack-a-day life?  
She still must smile, and make life worth  
while,  
For she is a street car man's wife.

Whenever a holiday rolls around,  
Or a circus comes to town,  
The street car man's wife alone must go,  
With her husband she's never found.

For he is working on those great days,  
And on the Sabbath, too,  
With never a day to call our own  
However much we may wish to do.

Not a single day to worship God,  
Not a single day to play,  
Not a single day can our husbands fish,  
Before they pass away.

Oh, give us justice, and give us right,  
That's all we ask in this strife,  
And we'll gladly say, as we march on our way,  
"Gee, I'm glad I'm a street car man's wife."

—Mrs. H. D. M.

## MONROE, MICH., AGREEMENT.

Memorandum of Agreement, made and entered into this 20th day of September, A. D. 1916, by and between Monroe Branch of the Amalgamated Association of Street and Electric Railway Employees of America, a branch of Division No. 26 of said Association, hereinafter called the "Association," and the Detroit, Monroe & Toledo Short Line Railway of Michigan, hereinafter called the "Company," made, agreed to and confirmed by the respective parties hereto, the Executive Board of the Association acting in its behalf, and the Company by its properly accredited officers acting in its behalf.

### WITNESSETH:

Section 1. That all business arising between the parties hereto shall be transacted directly by the properly accredited officers of the Company and the properly accredited officers of the Monroe Branch of the Association respectively.

Section 2. That all cars or trains managed or operated on this system by the Company, except as hereinafter provided, shall be manned by members of this Association.

Section 3. (a) Each Conductor, Motorman and Trainman in the employ of the Company, except as hereinafter provided, shall be required to become a member of the Association within ninety (90) days after he has been put on to practice. Each shall be required to procure a permit card within three (3) days after starting to practice, and during the ninety (90) day period each person so engaged shall be regarded as a probationary employee, during which time either the employee or the Company may terminate the relation at pleasure. After the expiration of the probationary period, if retained by the Company, he shall then come under the provisions and protection of this agreement.

(b) A member of the Association shall not be granted leave of absence to engage in any other business, unless incapacitated physically to hold his position in the employ of the Company, unless by the mutual consent of the parties hereto.

(c) It is understood and agreed, that it is the privilege of the Company, at its election, to operate its cars through the City of Detroit and over any such other lines as may be owned by the Company, or such lines as the Company may enter into an agreement with for local or through service.

(d) Members of the Association covered by this agreement will be required to operate said cars over said other lines and the crews of said other lines shall be permitted without objection on the part of the Association to operate Special or Chartered cars of said other lines over the lines of the Company.

Section 4. All Motormen and Conductors shall have their respective places on their respective lines on the board in accordance with their seniority, and shall be entitled to select runs according to their length of service at the reporting place to which they are assigned with the Detroit, Monroe & Toledo Short Line Railway, it being understood that this is to have effect only on all men hired in the future and that the present runs remain as they are now.

Section 5. (a) All regular runs shall be completed within twelve (12) consecutive hours, except that when necessary to accommodate the service, by reason of unavoidable contingencies, one-half trip leeway shall be allowed.

(b) The runs shall be divided as nearly equal as is practicable into what are known as day and night runs.

(c) No regular run shall be less than eight (8) hours, and a run of less than eight (8) hours shall be considered with respect to a regular assignment, as an extra run. All swing runs shall be made in the shortest number of hours possible, and it shall be the policy of the Company at all times to reduce the percentage of swing runs and increase the percentage of regular runs wherever the traffic conditions will permit; and the Company agrees

at any time that the Association can show where swing runs can be consolidated into a straight run without interference with the demands of the traffic of the regular scheduled runs, the same will be put into effect.

(d) When a new schedule is put into effect and the runs thereunder have been selected by the Motormen and Conductors, according to their seniority rights, they shall not thereafter have the right to change their selection while that particular schedule is in effect; in the event of the schedule not changing within a period of six (6) months, then the runs shall be reposted and each Conductor and Motorman shall have the right according to seniority in the service to make another selection.

(e) In case of a vacancy occurring, extra men shall fill said vacancy for not more than five (5) days, whereupon Motormen, Conductors or Trainmen, as the case may be, next in seniority and below said vacancy shall in the order of their seniority have the right to re-select their runs.

(f) All extra men will be assigned for duty by what is known as a revolving board, in the following manner:

The first extra will be entitled to hold any regular run that may be open until such time as the regular man returns to work. He will then be placed at the bottom of the extra list, moving up each day until he has again assumed his position as first extra, when he will again be entitled to the privilege mentioned above.

All extras below first extra will be moved each day to the next highest place on the board, which they will hold for one day only, taking their places at the bottom of the board the following day.

Any extra assigned to a run of five hours or over on any run will be moved to the bottom of the board the following day.

This does not include men employed on construction or line car work.

(g) In case of an incumbent being granted a leave of absence for thirty (30) days or more, the rule governing vacancies shall apply.

(h) When any change is made in the working schedules, there shall be a complete re-selection of runs.

(i) When it is shown by reason of sickness or accident a Motorman or Conductor is to be off for a period of not less than thirty (30) days, then the man next in seniority shall have the right to either select that run or keep the run they have already selected.

(k) No regular man shall be called upon to do extra work when extra men are available, and when extra work is required of the regular men it shall be equally apportioned as near as may be from day to day among the different crews.

Section 6. In order to prevent misunderstanding and for the betterment of the service, when a new time-table is proposed to be put into effect and re-assignment made thereunder, the time table and list of runs shall be posted at least seventy-two (72) hours before going into effect; equal time being allowed the day and night crews; provided, however, that this rule shall not apply in cases where legal requirements necessitate a quicker change; and it is also provided and understood that no schedule or time card shall be put up for pick until it is registered or numbered.

Section 7. (a) The board shall be marked once each day not later than three (3) o'clock p. m., for all runs for the following day. After the board is marked, same shall not be changed except in the case of sickness or for the benefit of the service. In such cases the car house foreman, or whoever may be in charge at the time, shall notify all of the men involved in the change.

(b) When it is necessary for the Company to take a man from his regular run and place him on another run or on the Mail, Baggage, Express, Freight, Construction, Special or Extra Work, and in case said run of Mail, Baggage, Express, Freight, Construction, Special or Extra Work has not the same amount of time that his regular run calls for, the Company shall allow him his full time that his regular run calls for. This shall not apply when a man asks for a short run or extra work for his own benefit.

Section 8. That the Company shall place in the office at each car house an open book in which men can register the particular day or days on which they wish to get off, and the man who registers first for any particular day or days shall have first privilege; provided, however, that the officers and others having business to do for the Association shall be entitled to get off in preference to others, and the car house foreman shall make a special effort to release them. Said book shall be dated thirty (30) days ahead and no one shall be allowed to get off more than one (1) Sunday in three (3) consecutive Sundays, if there are other men who wish to get off.

Section 9. That any member of the Association elected to any local or international office of the Association, which requires his absence from service of the Company, shall upon retirement from said office have his respective place in the Company's employ restored without loss of seniority. Any Motorman or Conductor placed in any other position on the Detroit, Monroe & Toledo Short Line Railway shall be reinstated to his regular position if making application for reinstatement within eighteen (18) months after he shall have been appointed to such other position, by mutual consent of both parties.

Section 10. All members of the Association in active service of the Company shall be entitled to free transportation over the lines of the Company, said transportation to be furnished said active members in some permanent form.

Section 11. Should the Association suspend a member who is an employee of the Company under this agreement, for violation of the Association's by-laws or rules, it shall request his suspension by the Company in writing, signed by the proper officers of the Association. The Company shall thereupon suspend the employee without pay until such time as the Association requests his reinstatement.

Section 12. Any employee a member of the Association, by act or word interfering with interrupting or disturbing the course of negotiations between the properly accredited officers of the Company and the Association respectively, upon any subject whatsoever; or interfering with or disturbing the service in any manner contrary to the spirit and condition of this agreement, shall upon satisfactory proof thereof, be dismissed from the service.

Section 13. Nothing in this agreement shall be construed to apply in any manner to work, construction and supply cars or trains, provided, however, that the Company may at its election assign regular men, members of the Association, to work, construction and supply cars or trains, irrespective of their seniority, if in the judgment of the Company there are members of the Association especially qualified for this branch of the service, and in the event that regular men, members of the Association, are assigned to this service, they shall not thereby lose their seniority, the purpose and intent of this provision being to enable the Company to secure men who are especially qualified to handle this branch of the service.

Section 14. Motormen and Conductors shall be assigned to Mail, Baggage, Express and Freight trains according to their seniority, and shall not thereafter be assigned to any other branch of the service, except upon the mutual consent of the parties hereto; provided, however, that they shall not be compelled to accept such runs, except upon their own election, and they shall not lose their seniority because of such assignment; provided further, that they shall in the judgment of the Company be qualified for such work.

Section 15. (a) Conductors and Motormen on interurban runs, including Mail, Baggage, Express and Freight, shall be paid at the following rates:

27½ cents per hour for the first six (6) months.

32½ cents per hour for the next twelve (12) months.

35 cents per hour thereafter.

(b) An additional ten (10) cents per hour will be paid to all regular Motormen and Conductors for services rendered outside of and

over a period of twelve (12) consecutive hours in any one day of twenty-four (24) hours. (A day of twenty-four (24) consecutive hours begins at the time a regular run is scheduled to start.)

(c) New men entering the service at the rate of twenty-seven and one-half (27½) cents per hour shall be deemed to be entitled to the next higher scale of pay six (6) months after the first of the month succeeding the day on which they were employed.

(d) The Company will pay a bonus of 50c per day to Conductors and Motormen, over and above their regular day's pay, while instructing student Motormen or Conductors. This time is to start when said student begins his actual practice. All regular Motormen and Conductors may make application for this class of work.

Section 16. The Company shall establish two (2) pay days per month, and employees covered by this agreement shall be paid the wages due them accordingly.

Section 17. Overages and shortages shall be adjusted as follows: Trip sheets and tickets not correctly made out shall be reported and submitted to the Conductors for inspection within ten (10) days after the date of the discovery of the error.

Section 18. Where Conductors are required to turn over to, and count their money receipts in the presence of an agent of the Company, it shall be the duty of such agent to receive the money and to receipt to the Conductor therefor in a book to be provided for that purpose by the Conductor, thereby relieving the Conductor of and from any further responsibility for the amount of said remittance, except that the Conductor shall not be relieved of responsibility for worthless money turned over by him. Any Conductor failing to comply with this provision of the agreement shall thereby forfeit any and all right to question any error that may subsequently develop.

Section 19. "Special" cars are those cars employed in special passenger service, as distinguished from cars that are termed Trippers, Extras and cars placed in service to take the place of regular scheduled cars. Conductors and Motormen operating "Special" cars shall be paid at the regular rate per hour from the time they go on duty until they are relieved from duty; provided, however, that they shall have pay for not less than four (4) hours' time for a "Special" run. This provision shall not apply in cases where cars are being taken to or from the shops or car barns, or operating between Monroe and Monroe Piers.

Section 20. (a) When any member of the Association is suspended or discharged, it shall be the duty of the proper officers of the Company to give to the proper officers of the Association notice of such discharge or suspension within three (3) days after such action is taken, stating the reason therefor; and in case of suspension, to state the length of time of such suspension.

(b) Should the Association desire to investigate the case of a discharged or suspended member, it shall be the duty of the properly accredited officers of the Association to give to the properly accredited officers of the Company written notice of the Association's intentions within ten (10) days after the receipt of the notice from the Company, advising the Association of the discharge or suspension of a member of the Association, and, failing so to do, the matter shall be deemed to be finally closed.

(c) Any member of the Association laid off for punishment and after investigation found not to be guilty of the violation of a rule or regulation of the Company shall be reinstated in his former position and be paid for the total number of days that he was laid off by the Company, and the number of hours per day that his run on the time card calls for, and at the rate per hour to which his seniority entitles him; and an extra shall be paid at the rate per hour to which his seniority entitled him for the number of hours paid to the extra who took his place during the period of his lay-off; provided, however, although not

found guilty, his conduct was such as to give reasons to believe him guilty, and if it shall be so found, then he shall be restored to his position, but without pay for the time lost.

Section 21. (a) The properly accredited officers of the Association and the properly accredited officers of the Company shall have full power to adjust any differences that may arise between the parties hereto.

(b) Any complaints arising shall first be taken up with the General Superintendent of the Company, or his duly authorized representative, and in case of a failure to adjust the matters with him, the same shall be referred to the General Manager of the Company or to an officer designated by him, who shall sit within five (5) days after receiving written notice from the Association, to hear the evidence and determine the appeal that may be taken from the General Superintendent of the Company. On such occasions the Association shall be represented by one or more of its officers or members selected by its Executive Board, the said members to be considered as duly accredited officers of the Association.

(c) If, after meeting with the General Manager, they fail to reach an adjustment of the matters in dispute, the same shall be submitted to arbitration on the written request of either party hereto; said written notice to be given within five (5) days after the decision has been given by the General Manager or officer designated by him. Where a case is submitted to arbitration, the Arbitration Board shall consist of three (3) disinterested persons, one of whom shall be selected by the officers of the Association, one by the officers of the Company, and the third arbitrator to be selected by the two arbitrators thus chosen. It shall be the duty of the two arbitrators, after selection, to meet daily and attempt to select the third arbitrator. In case of their failure to do so after ten (10) days, they shall call both parties together and attempt to settle the matter, in case of a failure to agree on a third arbitrator, they to make further arrangements regarding the arbitration.

(d) After the selection of a full Board of Arbitrators, the arbitrators shall meet within three (3) days and proceed to hear the case in accordance with the arbitration agreement. After hearing all evidence and arguments of both parties hereto, they shall make their award in writing. The award of a majority of a Board of Arbitration shall be binding on both parties. Each party shall pay the arbitrator of its selection and both parties shall jointly pay the third arbitrator, and such other legitimate expenses as may be incurred in connection with the arbitration hearing.

Section 22. This agreement and the provisions thereof shall continue in force and be binding on the respective parties hereto until April 1st, 1917, and from year to year thereafter, unless changed by the parties hereto. Either party desiring a change in this agreement in any particular shall notify the other party in writing of the desired change thirty (30) days prior to the end of the year, which is the first day of April. Upon such notice, the agreement shall be opened to consider the change or changes desired.

IN WITNESS WHEREOF, The parties hereto have set their hands and seals this 20th day of September, A. D. 1916.

DETROIT, MONROE & TOLEDO SHORT  
LINE RAILWAY.

(Signed) E. J. BURDICK,  
Assistant General Manager.  
Monroe Branch of The Amalgamated Association  
of Street and Electric Railway Employees  
of America. (A Branch of Division  
No. 26 of said Association.)

(Signed) DON HOLCOMB,  
Chairman Com.

(Signed) W. W. OWEN,  
Secretary.

(Signed) R. A. RAUCH.

It is intolerable that the administration of justice in the United States should be controlled by private interests.—Woodrow Wilson.

## HOW LATE BROTHER FAY ENTERED THE HEARTS OF MASSACHUSETTS STREET RAILWAY MEN.

By Mathias J. Nesdale.

The death of Fred Fay has been a terrible shock to our membership. Though sick practically since the Providence strike, his doctors and himself had always seemed optimistic of his ultimate recovery. "Iron man" that "Old Fred Fay" (as he was lovingly named by the Boston Local) undoubtedly was, no constitution could stand the strain of the strenuous and persistent work that he accomplished.

Arriving in Boston early in 1912, he organized the Boston local, now the second largest in the country, with a membership of 8,200. As soon as the company discovered its existence, they immediately started a campaign of wholesale discharges of union members which finally resulted in a strike by vote of Division No. 589 on the morning of June 7, 1912. For the succeeding nine weeks, Fay led the fight against what seemed to many hopeless odds. Despite discouragement and seeming defeat, he still kept on and victory finally crowned his efforts. The strike being settled and the union recognized, Fay devoted his attention to organizing, almost doubling the membership of Division 589 before applying for new wages or working conditions. When the road was thoroughly organized demands for a working agreement and increases in the wage scale were presented and after nine months of conference and arbitration the Boston Elevated signed their first Amalgamated contract, a contract which gave \$1,500,000 increase to the men of Div. 589. But Fay was not satisfied with the organizing of the Boston men alone. During his stay here he organized and secured wage increases for the Providence local with 2,400 members, Waltham local with 800 members, besides assisting in the organizing of the Massachusetts North Eastern and handling the last arbitration for the Bay State locals.

For six months he led the fight waged by the Massachusetts men for the 9 in 11 hour law, finally securing its passage over the governor's veto.

The place he held in the hearts of the carmen of Massachusetts and Rhode Island is demonstrated by the above picture and newspaper clippings of his funeral. Blue uniformed men of the Boston Elevated and over 400 representatives of the outside locals marched from his late residence to the cemetery. The funeral cortege was led off by cars draped in black and white, special cars being provided by each division. Boston local provided a splendid lot in Forest Hills cemetery and a movement is now on foot to erect a suitable monument.

It seemed fitting that our beloved organizer should be laid to rest in Boston, where he accomplished the crowning achievement of his Amalgamated career.







## WINDSOR, ONT., INVESTIGATION BOARD FINDINGS.

As a result of proceedings under the Industrial Disputes Investigation Law of Canada, upon petition of Div. No. 616, Windsor, Ont., employees of the Sandwich, Windsor & Amherstburg and Windsor & Tecumseh Railway, there was awarded to the motormen and conductors an increase of four cents per hour to first year service men and five cents per hour to those of one or more years of service, with an additional four cents per hour for overtime. Upon petition of the newly reorganized Windsor local, a Board of Investigation and Conciliation was appointed by the Minister of Labor, embracing Judge John O. Dromgole of Sandwich as Chairman, Mr. Ernest G. Henderson of Windsor, recommended by the company, and Mr. Magnus Sinclair of Toronto, recommended by the employees. The Board held its sittings in the City Hall, Windsor, October 17, 20, 21 and 24, at which evidence was submitted by the parties to the dispute.

The Board upon deliberation arrived at a majority finding which was reported to the parties to the dispute under date of October 26. The finding was in the shape of a recommendation to both parties to enter an agreement drafted by Chairman Dromgole of the Commission with the alternative that unless the agreement was accepted by both parties, the conditions thereof should constitute a majority finding, to be submitted to the Dominion Minister of Labour, with the pledge on the part of the Chairman to advise the patronage of the system to support the conditions embraced therein. The result was that both parties to the dispute accepted the award and executed it as an agreement between the parties under date of Oct. 28.

The agreement resulting which was the majority award of the board, is as follows:

"This Agreement entered into in triplicate the 28th day of October, A. D. 1916.

"Between The Sandwich, Windsor & Amherstburg Railway Company, their successors and assigns, hereinafter called "the Company," parties of the first part, and The Motormen and Conductors, employed by the said Company, represented by the parties who sign this agreement, being their duly accredited representatives, hereinafter called "the Employees," parties of the second part.

"Witnesseth—1. That for the purpose of enabling harmonious operation of the Company's system for the period hereinafter set out, the parties mutually agree that should any difference arise, out of this agreement, or should any other matters arise which may not appear to be provided for in this agreement, the Company's properly accredited officers shall at all reasonable times, receive and give hearing to such officers and representatives which the employees shall nominate from their own number, regardless of the fact that such officers or representatives may be a member of a committee, or a member of Division No. 616 of the Amalgamated Association of Street Railway Employees of America.

"2. That the days work for all motormen and conductors shall be from nine (9) to ten (10) hours, to be completed within twelve (12) consecutive hours so far as practical and pos-

sible. The runs to be as nearly equally divided as possible between two crews to be known as early and late runs, and when practical to do so the present schedule shall be arranged to provide for this.

"3. The Company will not discriminate against any employee by reason of his being a member of Division 616, and any employees who are members of any committee of the employees, or are officers of any association of employees, or delegates to conventions of street railway men shall be entitled to leave of absence for the purpose of attending conventions or of doing such committee work, without losing any privilege.

"4. Any employee against whom charges may be received will be required to report when off duty to the Superintendent. His case will be considered by the proper officers and dealt with according to the rules and regulations of the Company, but any employee against whom such charges are made shall have the right of appeal to the General Manager or President, and may bring with him a committee or delegation of his fellow employees as defined in Section 1; and if upon such investigation it is proven there was no sufficient cause for his suspension or dismissal, he shall be reinstated in his former position and paid for all time lost at schedule rate.

"5. All cars shall be properly cleaned, oiled and equipped, and fires laid by barn men at Windsor barns, prior to car men taking cars for his run.

"6. All cars shall be properly equipped with good brakes, fenders, and modern sanders, as required by the provisions of the Ontario Railway Act.

"7. The rate of wages to be paid shall be as follows for motormen and conductors: First six months, 28c per hour; second six months, 29c per hour; second year, 31c per hour; third year and thereafter, 32c per hour and an additional allowance of one (1) cent per hour, exclusive of overtime, shall be paid to all classes of conductors and motormen in lieu of uniforms. Caps and badges will be supplied by the Company, and all men will be expected to be in suitable uniform, clean and ready when on duty.

"8. Conductors and motormen will not be required to perform extra work in excess of his regular schedule of ten (10) hours work, except in cases of necessity and for such extra work, shall receive four (4) cents per hour extra.

"9. All conductors and motormen training students shall be allowed a sum of twenty-five (25) cents per day for such services, while so engaged.

"10. All spare men who show up at the barn for work at 5:45 a. m. or 4 o'clock p. m. and who fail to procure work shall be allowed one hour for so doing at either morning or afternoon.

"11. This agreement and the provisions hereof shall be deemed to be in force, and binding on both parties as from the 1st day of October, 1916, and shall remain in force and binding on both parties until the 1st day of April, 1918.

"In witness whereof, the parties hereto have signed

THE SANDWICH, WINDSOR & AMHERSTBURG RAILWAY CO.

(Signed) JAMES ANDERSON,

"General Manager.

"Signed on behalf of the employees.

MILTON W. MACKLEM,

JAS. H. LOGAN,

ERNEST A. THORN,

"Their accredited representatives

"Signed and executed in the presence of

"JNO. O. DROMGOLE."

## MINORITY REPORTS.

The minority report of Mr. Henderson as before stated, was merely a dissent to

the wage scale, in which he declared that the straight rates were fixed one cent per hour in excess of what, in his judgment, they should be. In the notice to the parties to the dispute, Mr. Henderson is quoted as declaring that the wage rates should be 27, 28, 30 and 31 cents per hour.

The minority report by Mr. Sinclair as submitted to the Minister of Labor is as follows:

"Windsor, Ontario, Oct. 26, 1916.  
"To the Hon. T. W. Crothers, K. C.,  
Minister of Labour,  
Ottawa, Ontario.

"Honored Sir:

"In the case of petition of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, Windsor, Ontario, employees of the Sandwich, Windsor & Amherstburg Railway Company and the Windsor & Tecumseh Railway Company, for appointment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, 1907, and upon which position Your Honor created a board by appointment thereof of the Hon. Judge John O. Dromgole of Windsor, and, by request of the said company, Ernest G. Henderson, Esq., of Windsor, and, upon recommendation of the employees, your obedient servant, Magnus Sinclair of Toronto, Ontario, I beg to submit my report to you the same being as follows:

"Upon receiving my appointment to the said Board of Conciliation and notice of the appointment of Mr. Ernest G. Henderson, I at once sought and obtained a conference with Mr. Henderson upon date of Oct. 8, 1916. At this conference we discussed matters pertaining to our duty and arranged for further conferences, which were held Oct. 7, 1916.

"At these above conferences names were submitted pro and con by Mr. Henderson and myself, which were given consideration and we discovered that we were unable to agree upon a man for third arbitrator which we could recommend to you for appointment to fill the board. We, therefore, upon Oct. 7, forwarded to you joint telegram, petitioning the appointment of a third arbitrator, upon which petition you appointed the Hon. Judge John O. Dromgole of Windsor.

"Oct. 17 a conciliation meeting was held at City Hall, Windsor, in the evening, at which, by request, representatives of the parties to the dispute were present.

"At this meeting appeared before the board as representing the respondent companies, Messrs. James Anderson, General Manager, and George McLeod, General Superintendent; and representing the petitioners, employees of the Sandwich, Windsor & Amherstburg Railway Company and the Windsor & Tecumseh Railway Company, members of Division No. 616, Amalgamated Association of Street and Electric Railway Employees of America, Windsor, Ontario, appeared Milton Macklrm, President of Division No. 616, and an employee of said company, Ernest A. Thorn, Executive Board Member of said Division No. 616, an employee, and R. L. Reeves, an International officer of the said Amalgamated Association. At this meeting Chairman Dromgole advised those present of the purpose of the meeting, that it was to give the parties to the dispute an opportunity to settle without going through an investigation. The representatives of the petitioners questioned by the chair submitted to the board, in typewritten form, an explanation of the dispute as follows:

"In the matter of 'Dispute' in the case of petition for a Board of Conciliation and Investigation under the Industrial Disputes and Investigation Act, filed by Division No. 616, Amalgamated Association of Street & Electric Railway Employees of America, a labor organization—employees of the Sandwich, Windsor & Amherstburg Railway and extensions, branch or section of, owned and operated by and as a part of the Detroit United Railway, the said Division Association—members thereof, employees of said company set

forth that said organization by its duly authorized representatives, presented to the said company a proposed agreement, which, if executed, would specify collective agreement relations by and between said company and said employees, and provide wages and conditions of employment, said proposed collective agreement provisions being:

"Memorandum of Agreement by and between the Sandwich, Windsor & Amherstburg Railway Company, and also the Windsor & Tecumseh Railway Company, their successors and assigns, parties of the first part, and herein after for convenience called the company, and The Amalgamated Association of Street and Electric Railway Employees of America, Division No. 616, party of the second part, for convenience hereinafter called the Association.

"Witnesseth: That both parties mutually agree that all business arising between the Company and the Association shall be transacted directly between the properly accredited officers and committee of the Association.

"Section 1. That all employees of said Companies shall become members of the Association within thirty (30) days from the date of signing this agreement, and all employees entering the service of the Companies shall become members of the Association within thirty (30) days from the date of their entering the service of said Companies. . . .

"Section 5. Where any differences arise between the Company and the Association that cannot be amicably adjusted between the respective parties to this agreement, the same shall be submitted to a Board of Arbitration."

"Said provisions explain the relations the said organization desires to have established by agreement between the parties to the dispute. The Company declined to enter any agreement establishing said desired relations. In fact, there was sufficient denial to warrant the employees to conclude that to establish the said relations, a suspension of work would be necessary.

"The petitioners further set forth that it is quite impossible to determine what further disputes might arise in effecting wages and conditions of employment in the event that the contractual relations explained should be established."

"To this explanation Mr. Anderson, representing the Company, made the statement to your board that 'the Company has no intention of making a collective agreement with the employees and is determined not to recognize any organization of the employees,' but that 'the Company has no objection to the employees belonging to the Amalgamated Association or any organization and that the Company would not discriminate against employees on account of membership or non-membership in said organization; that the Company, however, was opposed to signing any agreement that would compel employees to join any union.'

"It developed at this meeting that there were 91 motormen and conductors in the employ of the respondent Companies that would be affected by any award of this board and that 81 of these 91 employees were members of the said Division No. 616 of the Amalgamated Association of Street and Electric Railway Employees of America and constituted the petitioners whose petition, through the officers of the Association, had been filed. After exhausting the efforts of the board to effect a conciliation, the parties to the dispute were advised that another meeting would be held at which evidence and statements would be taken bearing upon the subject in dispute, and that as the chief subject of dispute was the question of contract relations, or a union or collective agreement, that subject would be first heard; the chair directing the parties, however, that the board had authority, and it was its duty to investigate all matters contained in the petition other than the question of contract relations, such as wages and working conditions.

"From this session the board adjourned to Friday, Oct. 20, at 10 o'clock a. m., sessions being held in the Council Chamber of the City Hall in Windsor.

"On Friday, Oct. 20, at an hour set at the previous session, your board reconvened in the Council Chamber at the Windsor City Hall, and during the entire two sessions of the whole day listened to evidence and statements pro and con in support of the petition for the establishment of collective contract relations and recognition of the union.

"All evidence was taken under oath. The evidence of Mr. Lucien Salive and Mr. Frank Fields was in effect that they were dismissed on or about the 13th day of September, because of the conviction of the General Manager and General Superintendent that they were responsible for, or at least active in signing and circulating a petition among the employees to be submitted to Mr. Anderson, General Manager, petitioning the Company for an increase in wages. The said petition was headed as follows:

"Mr. James Anderson,  
Manager S. W. & A. Ry.,  
Windsor, Ontario.

"The undersigned employees of the Sandwich, W. & A. Ry. Co., make application to you for an increase in their wages, as conductors and motormen on your road. We have duly considered after taking into account the advanced cost of living, and the increase in the cost of the general necessities of life, and it is our opinion that the scale of wages should be increased so that the maximum pay per hour be thirty-five cents and graded on the principle of present remuneration according to the term of service, as now in force and your petitioners as in duty bound will ever pray.

"Dated at Windsor this 12th day of September, 1916."

"This petition was signed by a vast majority of the employees and among the signers were Conductors Salive and Fields.

"Mr. Salive had been delegated by the employees to request the presence of Mr. Anderson at a meeting to be held on the evening of Sept. 14, at which to him the employees designed to present the petition. The evidence of Mr. Anderson before the board was that he did not attend this meeting on account of sickness. Mr. Salive also testified that Mr. Anderson so told him when he requested his presence at the meeting. Mr. Salive, however, was told by Mr. Anderson, as the evidence is, that he could look for another job.

"This meeting of the employees called for September 14, was held, and although Mr. Anderson, the General Manager, was not present, Mr. McLeod, the General Superintendent was sought and his attendance procured long enough so that the men, through spokesmen—and the evidence showed that Mr. Thorn was one—there petitioned, verbally, Mr. McLeod to restore Mr. Salive and Mr. Fields to employment, and Mr. McLeod agreed to take the matter of their reinstatement up immediately with Mr. Anderson. Mr. Fields, upon previously approaching Mr. McLeod for reinstatement, had received a letter from him which he had been directed to take to Mr. Anderson, and although this letter was returned to Mr. McLeod at the meeting of September 14 and was not presented to Mr. Anderson by Mr. Fields. Mr. McLeod testified that it contained an assurance to Mr. Anderson that he (McLeod) had satisfied himself that Mr. Fields had not circulated the petition. Mr. McLeod upon reinstating these men asked them what they had to do with circulating the petition and there was sufficient testified before your board to warrant your board in awarding that these two men were dismissed solely upon the charges heretofore given. This evidence was sufficient to impress me, as a member of the board, that it was dangerous for an employee of the Company to agitate for an increase in wage or even ask or petition for an increase in wage, and is conclusive evidence that the board was warranted in recommending that a union or collective agreement should be made through which the employees would have the right to collectively negotiate their grievances and disputes with the Company by properly appointed representatives, as in the case of a labor organization.

"By evidence it was further established that the employees of this Company were organized in Division No. 231 of the same Amalgamated Association; that they maintained their organization for several years and disbanded in 1906. (The organization was established in 1900, as per statement to the board by Representative Reeves.)

"A matter of evidence I here quote:

"Question by Mr. Anderson, Manager of the Company, of Witness Majors: 'Did I not tell you older men in a meeting that if you would give up your organization (Division No. 231—the old organization), I would get better wages and working condition for you than the union would?' Answer: 'Yes, you told us that.' Question: 'And that was the time the old organization broke up?' Answer: 'Yes, about that time.'

"However, Mr. Majors, under oath, further testified that he was a member of Division No. 231, and that he is now a member of Division No. 616, and desired the establishment of an agreement between the Association and the Company. This evidence was conclusive to me that the Company was opposed to membership of its employees in the Association.

"Mr. Piper, a witness, employee of the Company, recently employed, testified that he was told by Mr. Anderson that he had better not join the organization, again conclusively showing that the Company is opposed to the organization.

"Further evidence was shown by the submission of a sworn statement of the Detroit United Railway Company that the Detroit United Railway owns and controls the Sandwich, Windsor, Amherstburg and Tecumseh properties involved in this dispute. This evidence was in the shape of a certified copy of the report to the U. S. Federal Government. It was conclusive evidence to my honorable associate, Judge Dromgole, that the Sandwich, Windsor & Amherstburg and Windsor & Tecumseh Railways are a branch of the Detroit United Railway, operated by the Detroit United Railway, and from which the Detroit United Railway receives the profits from operation. Thus it is conclusive, and I think my associates upon the board agree with me upon that, that the system is a part of the Detroit United Railway and copies of agreements were submitted in evidence, showing that of the five groups of street and electric railway employees, the Windsor group is the only group that is not working for the Company under agreement relations such as sought by Division No. 616 of Windsor. The other four groups are known as Division No. 26, Amalgamated Association, holding an agreement covering the Detroit street railway men, the Detroit and Flint interurban men, the Wyandotte interurban men, the Orchard Lake and Pontiac interurban men and the Flint city men, the latter a group of about the same number and operating under about the same conditions as in Windsor. This agreement provides 25c per hour for the members upon all of the lines mentioned as a maximum pay reached upon 18 months of service, the actual rates being: 27½c per hour for first six months' service men; 28½c per hour for the second and third six months' service men, and 29c per hour for those of more than 18 months of service.

"Div. No. 90, Amalgamated Association, embracing the employees of Port Huron and Mt. Clemens cities and the Rapid Railway and Shore Line Railway upon the interurban lines of which the same wages are paid as are paid in the cities of Detroit and Flint, and in Port Huron and Mt. Clemens the rates of wage paid are: 24c per hour for first six months' service men; 25c per hour for second and third six months' service men, and 26c per hour for those of 18 or more months of service. Statements and the records before the board are in effect that the Port Huron city system compared very favorably with the Windsor city system.

"A third group is known as Division No. 111 of the Amalgamated Association, having the same contract relations as the other two groups and the same wages as heretofore reported as

enjoyed by Division No. 26 of Detroit. This local's agreement is with the Detroit, Jackson & Chicago Railway, a branch operating from Detroit to Jackson, Michigan, through Ypsilanti, with city cars operated in Ann Arbor, Michigan.

"The fourth group is known as the Monroe Branch of Division No. 26, employed upon the Detroit, Monroe & Toledo and Monroe Pier lines. These men have a separate agreement the preamble of which notes as the party of the second part 'The Monroe Branch of Division No. 26, Detroit, Michigan, Amalgamated Association.'

"The Company made no attempt to disprove the evidence before the board of ownership and control of the Windsor lines after the submission on part of the petitioners of evidence that it is merely a branch of the Detroit United Railway, the same as the lines upon which are employed the members of the other four groups of the employees, although Mr. Anderson took the position at the beginning, when it was inferred by Mr. Reeves that it was all one property, that the Windsor property was not identified with the Detroit United Railway. No evidence, however, was shown to the contrary and the point was well established that it is a part of and really the Detroit United Railway. These facts impressed me that the Windsor street railway men should be accorded by your board in its award the same rights and privileges and contract relations as are employed by the other employees of the Company. It is conclusive to me that these employees—the petitioners—are especially discriminated against, a condition that it is not consistent for this government to endorse, any way encourage or sustain, and in this matter I must necessarily non-concur in and dissent from the opinion of my associates upon the commission. I cannot consent to become a party to placing the Canadian Government and your administration in a position of condoning any such relentless discrimination against Canadian citizens.

"Permit me to further report that in all of my knowledge and observation of the operation of the Industrial Disputes Investigation Act my attention has never come to a case in which there could exist a more flagrant violation of any presumed intent of this law not to deny the recognition that the organization of labor is a material condition. Here is a Company that with four distinct groups of men recognizes and deals with their organizations, grants and respects the trade union agreement and in the case of a fifth group, operated under the Canadian Government, the government under this act is invoked by the Company to sustain its refusal of the recognition that it extends to the four groups wherein the branches of the Company are operated within the United States—Michigan and Ohio.

"I hold that it was within the premise of discretion and authority of this board, of which I am a member here reporting, to have entered an award finding for collective contract relations in which the collective capac-

ity of the employees should be recognized. I feel that in this case, where the opportunity so unobstructedly prevailed, the majority decision in which recognition of the organization is denied the employees, is a travesty upon equity and justice and a clear demonstration of how this law in its present form is converted to the convenience of "open shop" or union destroying employment. Here in this case the majority award has disarmed the employees and crippled them from effecting that justice for which the condition appealed wholly in their favor at the time they found it necessary to invoke the procedure upon which was instituted this board of which I have the honor of being a member. It appears to me that in this case the voice of the government as sounded in the majority award is in effect a stay to the progress of labor through organization.

"While I cannot find language too strong

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in which to predicate my esteem of the honor and high standing of the gentlemen who served with me on the board as your appointees, and I confess that I found the Hon. Judge Dromgole to be an estimable gentleman of the highest order in character and profound in his calling as a jurist, yet from the fundamentals of unionism and the nature of conditions with which we had to deal in this case, I cannot agree with them in their majority award, which has placed the Canadian Government in the attitude of sustaining the Detroit United Railway Company in its purpose to withhold recognition of the collective capacity of its employees and refusing to recommend the consummation of an agreement between the parties to this dispute in which should be embraced full recognition of the associate character of the employees.

"I, therefore, dissent from the majority opinion wherein is effected in the majority award the preamble of the agreement and hold that in lieu of said preamble should be entered the recognition clause of the proposed agreement accompanying the petition for the creation of this board.

"I concur in all further provisions and matters of the award relating to wages and working conditions embraced in the report of my associate, the Hon. Judge John O. Dromgole.

"Very respectfully submitted by your obedient servant.

"(Signed) M. SINCLAIR."

The wage increase awarded by Judge Dromgole is the greatest that ever inured through the operation of the Canadian Labor Disputes Investigation Act in the course of its entire history.

God hath made all men to be happy and of good estate.—Epictetus.

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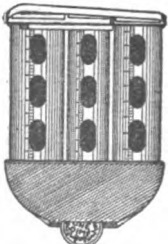
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*J. J. Thurst*

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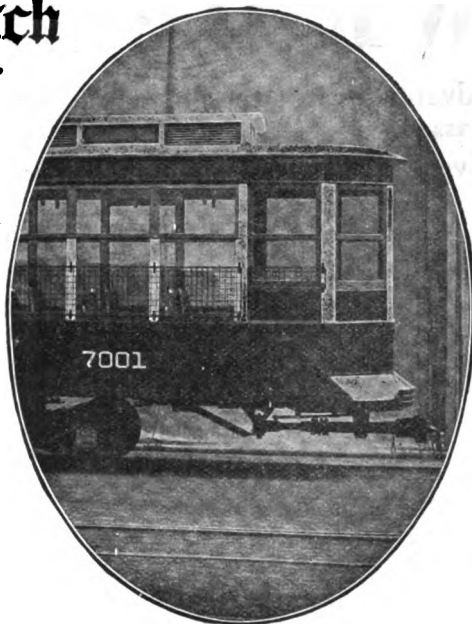
It illustrates and describes the complete line and gives interesting facts about watchmaking and timekeeping.

### Address

Electric Railway Dep't. M. C.

**HAMILTON WATCH COMPANY**

LANCASTER, Pa.



# Demand

## "The Fechheimer Uniform"

### Union Made

They fit, wear and give better satisfaction. Cloths especially suitable for Traction Service. All Wool.

Ask your dealer or drop us a card for name of The Fechheimer Uniform Store in your city.

**The Fechheimer Bros. Company**

America's Foremost Uniform Tailors

Cincinnati, Ohio



# WE OFFER YOU

advantages in strength, service and location that cannot be surpassed.

Every facility for handling both commercial and savings accounts

RESOURCES OVER SIXTY MILLION DOLLARS

## The Peoples State Bank

Cor. Fort and Shelby Streets

### BRANCHES:

Cor. Baker and 23rd Sts.  
Cor. Canton and Gratiot Aves.  
Cor. Chene St. and Milwaukee Ave.  
2200 Jefferson Ave. West.  
Cor. Garfield Ave. and Russell St.  
Cor. Grand River and Brooklyn Aves.  
Cor. Gratiot Ave. and Riopelle St.

Cor. Jefferson Ave. and Beniteau.  
Cor. Mack and Baldwin Aves.  
Cor. Michigan and Junction Aves.  
Cor. Russell St. and Lyman Place.  
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To be well dressed and neat in appearance, order

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QUALITY & STYLE MAKE  
BATCHELDER MADE UNIFORMS  
A SOURCE OF SATISFACTION  
TO EVERY WEARER.

For Sale by Dealers

WRITE FOR SAMPLES

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